

Nominations for Academic Board open today

Major changes to governance
approved by Governing Council

by George Cook

Seventeen years after its inception, the "unicameral experiment" is about to be transformed.

Major constitutional amendments approved unanimously by Governing Council May 19 will change the nature of University governance by bringing principals, deans and rank-and-file faculty members closer to the centre of the policy-making process in a new 114 member Academic Board. The board will replace the current Academic Affairs and

Planning & Priorities Committees.

The changes also create a Business Board to replace the Business Affairs Committee and a University Affairs Board to replace the Committee on Campus & Community Affairs. Members of the three new bodies and their subcommittees will have greater scope for introducing new policies and revising old ones than members of the existing committees have had.

Governing Council itself remains intact and will continue to be the final arbiter of major policy matters. Its con-

stitution is established by the *University of Toronto Act, 1971*, as amended, and will not be changed.

The revised governing structure comes into effect July 1. The process of electing teaching staff and librarians to the Academic Board will begin immediately.

Because up-to-date student voting lists will not be available until well into the fall term, student members for 1988-89 will be selected by a joint striking committee of the University Affairs and Business Boards. Students may be nominated by groups, individuals or themselves. The first election of students to the Academic Board will take place in the spring of 1989.

The 114-member Academic Board will be made up of 28 *ex officio* members (the president, provost, principals, deans and others), 76 elected members (faculty members, librarians, students, alumni and administrative staff) and 10 appointees (administrative staff, alumni, government and presidential appointees).

The board will be served by standing committees on academic appeals, academic policy and programs, the budget, planning and priorities and the Connaught fund. There will also be an agenda committee responsible for directing the flow of business.

The board and its committees will be responsible for matters affecting teaching, learning, research, University objectives, long- and short-term plans and the effective use of resources. It will also consider the annual operating budget.

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Helmut Kohl

Honorary
doctorate
for Kohl

Chancellor Helmut Kohl of the Federal Republic of Germany will receive an honorary doctorate from U of T. The degree will be conferred at convocation on June 17, the day before the opening of the economic summit in Toronto.

The honour recognizes the contribution that German scholarship has made to university life in general and, specifically, the Federal Republic's enrichment of academic life at U of T. For several years, the republic has provided financial support for the Visiting Professorship in German & European Studies.

Kohl, who has a PhD in political science from the University of Heidelberg, is also being honoured for his scholarship in that field.

Fire destroys records,
exam papers at Medicine

Final exams for some undergraduate medical students were disrupted as a result of a fire early Friday morning in the records vault of the Medical Sciences Building.

According to Edward Sellers, associate dean of academic affairs in the faculty, the fire burned yet-to-be-written examination papers for some 750 first-, second- and third-year students. No completed exams were destroyed.

Campus police said that someone apparently forced their way through a door leading into the faculty's administrative office area and then into the office of student affairs. The intruder then forced open a steel door leading to where the records were kept.

Sellers said the room also contained records of graduates of the faculty from the 1950s on. These records were destroyed but can be reconstructed from information kept elsewhere at the University.

E.G. Bertram, a professor of anatomy, who was preparing an exam to be given that morning, first smelled smoke at about 6 a.m. No one knows how long the fire had been burning. Fire-fighting equipment was on the scene for two hours.

The fire was so hot that concrete blocks housing the vault cracked. There is also the possibility of structural damage to the ceiling beams inside the vault.

One third-year examination scheduled for Friday was re-scheduled as a result of the fire. Faculty are providing replacement copies of examinations to be written over the next two weeks.

Toronto police and the fire marshal's office are continuing their investigation.

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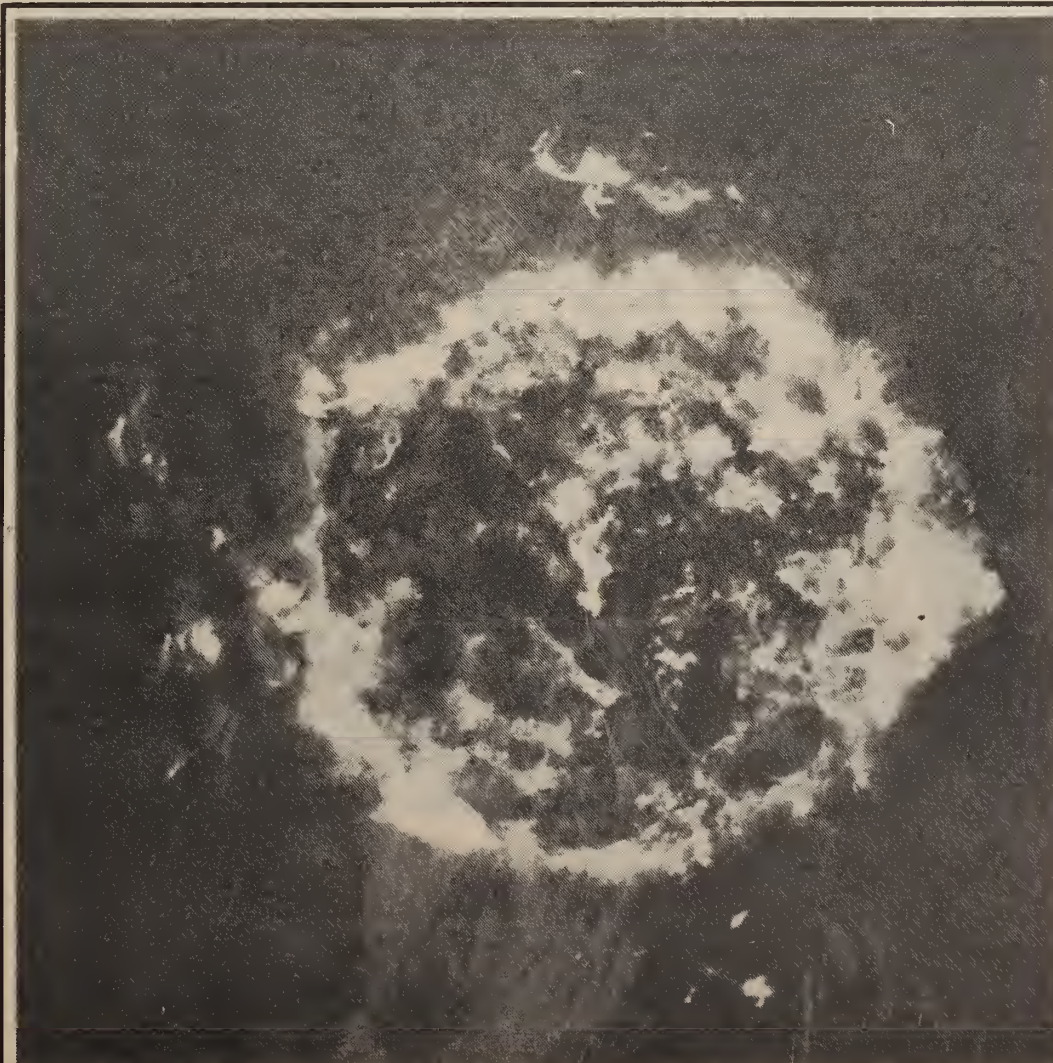
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Bang!

The University's Cray supercomputer and the world's most powerful radio telescope are teaming up to produce the "most detailed images ever produced in radio astronomy," says U of T astronomer Philipp Kronberg. Cassiopeia A, seen here churning through the galaxy, blew itself apart in a supernova explosion 300 years ago. The data for this picture were taken at the National Radio Astronomy Observatory's V.L.A. (very large array) radio telescope in New Mexico. They were later processed and assembled by the Cray. Kronberg says that the purpose of such research is to understand the complex high-energy gas dynamics in such explosions, as well as enriching our knowledge of the chemical evolution of our galaxy.

Scarborough Teaching Award

Zoology professor Z.C.K. Govind is this year's winner of the Scarborough College Teaching Award. His students regularly praise him as "a pleasure to be taught by," "clear and concise" and "the best lecturer I've had." His commitment to his students was demonstrated by an incident two years ago. About 210 students enrolled in his general and comparative physiology course, although the lecture hall assigned only seated 165. Rather than turn students away, Govind came up with the idea of a live "telecast" of his lectures, shown simultaneously in a smaller room equipped with video monitors for the overflow crowd. Students involved termed the experiment "a success."

Govind will receive the award, sponsored by the college, its alumni association and students' council, at the June 7 convocation.



DAVID HARFORD

Academic Board nominations

Nominations opened Tuesday, May 24 at 9 a.m. and will remain open until 12 noon, Friday, June 3 for 47 teaching staff seats and two seats for professional librarians.

Nomination forms were mailed to all staff on May 20. Included with the nomination form was a description of

the Academic Board and regulations concerning the election.

Additional nomination forms may be obtained from the Governing Council Secretariat, room 106, Simcoe Hall. All enquiries should be directed to Susan Girard at 978-6576.

Keffer new VP, research

Professor James Keffer has been named vice-president — research, effective July 1. Governing Council approved the appointment May 19.

Keffer, currently vice-provost, professional faculties, began his academic career at U of T as a professor in the Department of Mechanical Engineering. He became associate dean of the School of Graduate Studies in 1980 and vice-provost in 1985.

He received his PhD from the University in 1956. His research work has concentrated on turbulent motion in fluids, with applications to low-speed aerodynamics.

A member of the Research Board since 1984, Keffer has worked as a consultant to industry and government.

He replaces David Nowlan, who will return to the Department of Economics after seven years in the position. During his tenure, Nowlan redefined his portfolio, taking on new responsibilities (for guiding the development of research policy) and transferring others (for enrolment reports and projections).

He took a particular interest in improving the University's computing capacity and was the main exponent of the advisability of acquiring the Cray supercomputer, now in operation at the Ontario Centre for Large Scale Computation. U of T's computing environment "now stacks up against the best in North America," Nowlan said in a recent interview.

Changes to unicameralism

Continued from Page 1

Because a majority of members of the Academic Board will not be members of Governing Council, many board decisions will have to be sent to the Executive Committee for approval or referral to the full Council. The Executive Committee is not empowered to reject board recommendations, but can refer them back to the board or on to Governing Council for further consideration.

The 20-member University Affairs Board will be made up of a majority of Governing Council members. It will consist of seven students, five administrative staff members, three alumni and five others. It will be responsible for student services, compulsory non-academic incidental fees, ceremonies, use of the University name, campus security, daycare and Governing Council elections.

The 25-member Business Board will be made up of 16 Governing Council

members, and nine members not on Council. In addition to establishing fiscal and financing policy, the board will set tuition and ancillary fees. It will also be responsible for fundraising, alumni affairs, external relations and communications. A major part of its role will be setting personnel policy for administrative staff and approving contracts with employee groups.

The Business Board will review the operating budget approved by the Academic Board to ensure that it is sound. It will have standing committees on development (fundraising) and audit.

Responsibility for those University-faculty relations governed by the Memorandum of Agreement will be split between the Academic and Business Boards. The latter will be responsible for negotiations with the faculty association on salaries and benefits, the former for negotiations and discussions on matters of academic policy, including the policies on academic appointments, employment conditions for part-time academic staff, supplementary income, research and study leave and academic freedom.

Under an earlier draft proposal for reform, published March 28, University employees were prohibited from voting or taking part in debate on matters in which they had an interest as members of the affected group. Under the proposal approved May 19, employees are still prohibited from voting, but they will be permitted to speak on matters affecting the groups to which they belong.

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Associate Editor: Judith Knelman
Writers: George Cook, Patrick Donohue
Copy Editor: Margaret MacAulay
Production Coordinator: Chris Johnson
Layout and Typesetting: Sandra Sarner
Editorial Assistant: Ailsa Ferguson
Advertising: Marion de Courcy-Ireland
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PETER LEGRIS

Three graceful hosts

Pegatha Taylor, Wendy Griesdorf and Elizabeth Clifford, undergraduate students at U of T, will be leading this summer's tours of the

downtown campus. The tours leave from the Map Room at Hart House Monday to Friday, including holidays, at 10.30 a.m., 12.30 and 2.30 p.m.

from June 1 to August 31. Tours will be offered in English, French, German and Spanish. For more information, call 978-5000.

New mission statement circulating on campus

A new University mission statement is in the offing. A seven-page draft "Statement of Institutional Purpose" has been sent to principals, deans, directors, department chairs and others for their consideration.

The revised mission statement was prepared by the planning subcommittee of planning and resources, chaired by Professor Jock Galloway of the Department of Geography and Victoria College.

The statement defines U of T's mission in terms of research, teaching, learning, the transmission of knowledge, public service and the University community. Separate sections deal with undergraduate and graduate education and with continuing education.

The mission statement opens with a preamble and introduction. "A university is a community of individuals engaged in the acquisition, preservation and transmission of knowledge," the draft says. "What distinguishes this university is the weight given to each of these pursuits and the way in which they are implemented."

"Encouragement of the pursuit of excellence and innovative research is a major objective," the statement says. U of T is committed to high research standards, the peer review process, exploring new fields, supporting "a critical mass of scholars essential for high productivity," building the library collection and developing internationally competitive laboratory facilities.

"The transmission of knowledge is a central obligation of the University, and the most significant way in which this is done is by the education of students," says the draft.

"Our primary objective is to provide for the intellectual development — the teaching of skills in thinking and prob-

lem solving — of highly qualified students in a stimulating academic environment, by ensuring a wide range of excellent programs and facilities and by establishing both diversity and balance in the student body and faculty."

Six commitments

The statement makes six commitments in the field of undergraduate education. The University will provide excellence in teaching and counselling, breadth and depth in all programs, up-to-date facilities and access to specialized library collections and research facilities. It remains committed to part-time studies and will continue to recruit students from Canada and abroad.

In the field of graduate studies, the statement calls on the University to continue to compete successfully for the best students, to improve the quality of the library collections and other research facilities and to submit to regular independent program reviews.

Under the heading "Life-long learning" the draft says the University will continue to make its resources available to those seeking professional development. By cooperating with other institutions and organizations, U of T will provide the facilities and expertise needed for continuing education programs. However, the University will not offer programs better provided elsewhere or divert resources to continuing education from core research and teaching.

In a section entitled "Public Service," the University undertakes to provide leadership in the development of an educated population and workforce, to conduct a "major share" of the nation's research, to extend its leading role in the transfer of knowledge and technology and to provide access to

special facilities for other educational institutions.

The draft statement also contains a section on the University community. U of T will respect intellectual integrity, freedom of enquiry and rational discussion. It will also ensure the fair and equitable treatment of all staff and students and govern itself in a fiscally responsible way.

Renewal 1987 impetus

The impetus for a review of the University's current statement of general objectives, approved in 1973, came from *Renewal 1987*, President George Connell's report on the future directions of the University.

In his renewal paper, Connell said a revised statement of general objectives should "establish new paradigms for planning by all the constituent parts of the University and for positive relations with the external world."

"As soon as we have established clearly what we intend to do, we can take the necessary steps to ensure that we are governed, administered and funded to get the next phase of development under way," the president said.

Following the publication of *Renewal 1987*, a survey of issues was undertaken to identify those aspects of the University's work that should be included in a new mission statement. Questionnaires were sent to more than 450 people, including principals, deans and members of the planning subcommittee of planning and resources.

The draft statement will be sent to more than 650 people, including those involved in counselling students and student groups themselves. Responses to the draft will be received by mid to late June. The planning subcommittee will consider them and make revisions before submitting its final report to the new Academic Board, probably sometime in the fall.

The 1973 statement includes a section specifying the "functions of the University": teaching, learning and the expansion, integration, application and preservation of knowledge. It also specifies the "fields of knowledge": social sciences, humanities, physical and life sciences, the professions and graduate studies in general. Continuing education was added to the list in 1980.

The current statement makes explicit commitments to interdisciplinary approaches, excellence, "diverse, flexible and decentralized" organization, critical institutional self-examination and a fiscal policy designed to ensure that the University's financial requirements "do not grow at a rate exceeding the normal economic capacity of Ontario."

Report on *Renewal 1987* to be published next month

With the approval of a new University governing structure and the distribution of a draft statement of purpose (see story above), one major objective of President George Connell's renewal program has been achieved and another nears fruition.

A third objective will begin next month, with the publication of a major report summarizing responses to *Renewal 1987*. The report will help set the renewal agenda for the year ahead.

The responses are being edited according to subject in order to facilitate comparison. Plans call for printing about 1,000 copies of the report for

Sign of an academic bent



CHRIS JOHNSON

On April 7 new signs sprang up on the streetcorners of the downtown campus. But some of them didn't last long. A week later six of the signs had been removed by intrepid collectors. The city has said that if this happens again it cannot afford to replace them.

Undergraduates seek diversity in numbers

Students well-represented, Governing Council affirms

Before approving changes to the University's governing structure, Governing Council considered and defeated an amendment that would have increased the number of students elected to the Academic Board to 18 from 12.

Moved and seconded by undergraduates Rachel Barney and Peter Lin, the amendment, if approved, would have increased the total number of students on the board by six — four elected directly to Council, 18 elected to the board alone, for a total of 22.

Barney said the additional students were required in order to ensure effective representation from as diverse a group as possible. "The life of a medical student is not the life of an undergraduate philosophy student. . . . I think it's very important to build in the same kind of diversity in student representation on the Academic Board that we have built in for faculty representation," she said.

The amendment was supported by the Students' Administrative Council. Alexis Kennedy, SAC's commissioner for university affairs, said that while the number of student representatives on the Academic Board will be greater than the number on the current Academic Affairs Committee, students will be proportionally less well-represented on the larger body.

However, most Council members were

not convinced by the students' arguments for more representation. President George Connell said students have been better represented in the governing structure of U of T than at other universities.

It was not possible to ensure that every University program sent representatives to the board without swelling its numbers beyond a reasonable limit, the president said.

"Many of us had misgivings about bringing a recommendation for a board of 114 members, but we're satisfied that that is the best solution to the problem we face. We certainly have not been able to represent all the diversity on the faculty side," he added.

Connell pointed out that the final report of the advisory committee on governance provided for increased student representation on the University Affairs and Business Boards, as well as on the Academic Board's agenda committee and programs and policy committee. A student will also sit on the Business Board's audit committee.

Professor Roger Beck, chair of the current Academic Affairs Committee, said he thought the quality of student representation is more important than the quantity. The presence of six students on the Academic Board's policy and programs committee will ensure that student concerns are expressed.

The School of Continuing Studies, reports director **Jacke Wolf**, has been using the computerized telephone registration system described in the May 9 Notebook since September, and it's been very well received. There are a lot of people out there who get the urge to register or request calendars in the middle of the night.

* * *

A U of T BEd was recently revoked because the holder had falsely claimed to have a BA. The non-BA, of course, became increasingly valuable as the non-holder's career progressed. Eventually he applied for a promotion and the employer asked the University about his academic record. The career, of course, collapsed.

This sad story led us to wonder how often employers do check on applicants' claims to have degrees. The answer is that they do, quite often. Marks are a student's own affair, but it is a matter of public record what years a student attended and what degree (if any) was attained.

Judith Gilliland, associate faculty registrar of arts and science, says that her office has on occasion been asked to verify copies of diplomas bearing the name of Rochdale College as the institution or to confirm the academic program there (though Rochdale, of course, was never more than a residence). She's now waiting for the day that someone applies to transfer credits from Hamburger College.

* * *

Some instructors of English 100, a course in effective writing, were taken aback at encountering a sign that instructed students writing the "ex-ame" to use another set of doors. "When I die," sighed one, "I'd like to fly around with a red pen, marking errors on signboards."

* * *



Patrick Donohue

Bulletin staff writer **Patrick Donohue**, whom readers of Notebook may remember as the uncle of the Ottawa quintuplets born in the fall, has won first prize in the Hart House literary contest for his short story "The Weight Lifter Rhapsody."

* * *

Be prepared, if you are a Hart House fitness freak, to feel unfit for three or four days. Hart House will be closed from Saturday, June 18 through Monday, June 20, on account of the seven-nation summit dinner. Services will be phased in on the Tuesday as the building gets cleaned up.

One way around the problem might be to get four days' worth of exercise in one by joining the 24-hour "Run for the ROM" relay race that weekend. Hart House will be entering two mixed teams of 20 or more and is looking for people willing to spend Friday night and all day Saturday running in shifts. (To register, run over to room 101 at Hart House or phone 978-4732.)

Another option will be to use the Athletic Centre, which has agreed to extend its hours for the four days Hart House is closed.

It may be of some consolation to Hart House athletes (besides the obvious, lofty one of our contribution to

diplomacy) that the "financial recognition of the interruption of service to members" (in the words of Warden **Rick Alway**) will be applied to a Hart House capital project, either the renovation of the women's locker room and change area or the repiping of the pool.

* * *

A high-powered American *cv.* crossed our desk recently with the following entry under "Personal Status": "Married, several children, only one dog and one cat in permanent residence. Excellent health." It's nice to know the dog and cat are healthy, but where does he keep his wife, and why doesn't he know how many children he has?

* * *

Heather Webster, one of the three authors of the Report of the Ontario Task Force on Mandatory Retirement, sat quietly through a press conference on May 11 at which **John Starkey**, president of the Ontario Confederation of University Faculty Associations, blasted the three for having recommended that mandatory retirement be retained at universities.

While the task force was in operation and its report being written, Webster was research director for the Amalgamated Clothing & Textile Workers Union but now works for OCUFA as a government relations officer. That explains why after the lambasting she said cheerily to **Bob Kanduth**, OCUFA's communications director: "See you tomorrow."

* * *

The Chronicle of Higher Education noted recently that the San Francisco *Chronicle* headlined a story about a curriculum change "Stanford puts an end to western civilization."

* * *

Franz Heider, a doctoral student in the geophysics laboratory of the Department of Physics, has signed on with the ocean drilling program of Texas A&M University as a paleomagnetist for a two-month cruise during which scientists will explore the central portion of the world's largest underwater plateau. The Kerguelen Plateau, located in the south-central part of the Indian Ocean, is about the size and shape of Argentina. The program is funded by the US National Science Foundation and agencies in several other countries, including Canada's Department of Energy, Mines and Resources, Earth Sciences Sector.

* * *

The University of Western Ontario vanquished Queen's in the second annual croquet challenge. Presidents **George Pedersen** and **David Smith**, chancellors, board chairs, faculty members, community representatives, staff and students spent Saturday, May 7, at Kingston celebrating the traditional rivalry of the two institutions. Among those participating were **Flora MacDonald**, federal minister of communications, and **Martha Blackburn**, publisher of *The London Free Press*.

* * *

Pedersen recently played student for a day, changing places with someone who had won a day in his office as the prize in a fraternity raffle. Though he has a doctorate in education, it's been some time since he attended classes, and he reported that he had forgotten how hard it was to take good notes.

OCUFA dismayed by report of retirement task force

A task force appointed by the provincial government to look into mandatory retirement at age 65 has recommended that even if it is abolished elsewhere, universities should retain the right for at least five years to reduce their staff complements in this way.

The Ontario Confederation of University Faculty Associations registered dismay and disappointment at the proposed exemption for tenured faculty members. With the help of the Canadian Association of University Teachers, it is appealing to the Supreme Court of Canada a ruling of the Ontario Supreme Court against seven faculty members and a librarian who were forced by Ontario universities to retire at 65.

John Starkey, president of OCUFA, deplored the rationale that universities need to be able to maintain mandatory retirement so as to be able to hire younger faculty and to avoid increased costs for older faculty choosing to remain past the normal retirement age.

"We do need additional faculty," said Starkey. "It is wrong, however, to suggest that the only way to get new blood into the universities is to ask those who in many cases are making their greatest contribution to leave. Chronological age is a poor predictor of an individual's intellectual abilities. We do not believe that you eliminate one injustice by creating another."

"The rationale is just an observation about how badly underfunded our universities are."

No agreement

The task force members could not agree on a general recommendation to the government regarding mandatory retirement. **Ron Ianni**, president of the University of Windsor and chairman of the task force, felt that mandatory retirement should be abolished. A lawyer, Ianni believes that placing an age limit on employees deprives them of the right to equal treatment under section 15 of the Charter of Rights and Freedoms.

The other two members, **Heather Webster**, representing labour, and **Daniel Damov**, representing business, argued that there was so little pressure for a mandatory retirement ban that it did not make sense to institute one. Instead, they would urge employers to adopt flexible approaches to retirement. They recommended a voluntary approach

by the employer backed up by legislation allowing for adjustments in employee benefits and pension programs.

The task force as a group recommended that the Ontario government encourage greater flexibility in retirement arrangements, particularly for its own employees.

The report was tabled in the legislature on May 11.

Parking for Convocation

Parking on the front campus around King's College Circle will be restricted during Convocation (June 3 to 17). Holders of regular University of Toronto unreserved parking permits are requested to park in other University lots during this time. For more information please telephone the parking office, 978-2336.

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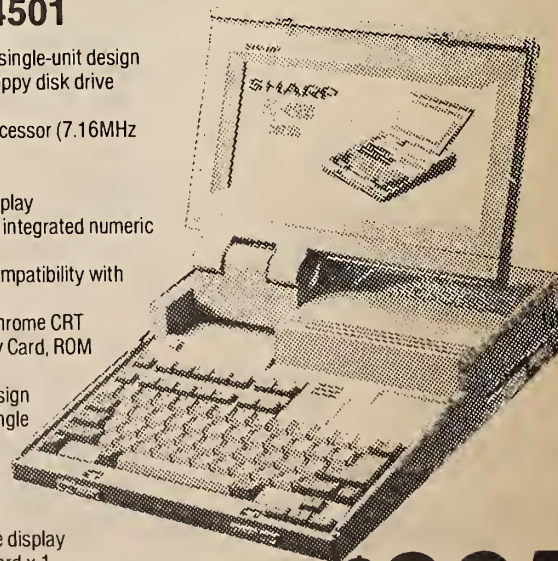
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Universities need education in equity, says report

Given the role of universities in society, their solutions to problems of inequity in the hiring, training, promotion and remuneration of women should be innovative, says a handbook produced by the universities of Ontario to further these objectives. Instead, universities tend to resist responding to shifting social concerns and values.

"They don't have customers or shareholders who press them to change," said Lois Reimer, U of T's Status of Women Officer and one of the authors of the report.

The handbook, produced by the Committee on the Status of Women of the Council of Ontario Universities, is the first reference work of its kind in Canada. Financing was provided by the Ministry of Colleges and Universities and the Ontario Women's Directorate.

Universities qualify women for advanced professional careers, but they rarely hire them for senior positions. As the level of seniority in both academic and non-academic jobs increases, the representation of women decreases. And at all levels, women are paid less by universities than are men.

The documentation of discrimination

against women in Ontario universities includes these facts:

- although women represent 60 percent of non-academic staff, 90 percent of upper-level managers are men
- between 1971-72 and 1985-86, the proportion of full-time female faculty only increased from 12.1 percent to 16.6 percent
- only 14 percent of the full-time faculty on tenure-stream appointment are women
- only 5.7 percent of full professors, 14.4 percent of associate professors and 27.2 percent of assistant professors are women, but 44.5 percent of lecturers and more than half the graduating students are women
- in 1985-86, 63 percent of students in the humanities were women, but only 21 percent of the faculty; 52 percent of the students in the social sciences were women, but only 20 percent of the faculty; 56 percent of the students in the biological sciences were women, but only 16 percent of the faculty; 29 percent of the students in the physical sciences were women, but only five percent of the faculty.

The report stresses that creating and

implementing an employment equity program is an institution-wide responsibility. "You can't just appoint somebody to handle it and then leave it to that person," said Reimer. Senior administrators and employee groups should be involved in setting goals, and management should support the goals.

One of the pitfalls for women in the hiring process, says the handbook, is that women may be judged by their experience while men are judged by their assumed potential. For non-traditional jobs, women would usually not be able to offer experience, though they could offer potential.

So that the shortlist includes adequate representation, the best-qualified female candidates should be interviewed, and more names could be solicited if women are under-represented. Indeed, if no qualified women can be found for a job at a given time, a university might consider postponing the appointment and filling in with a temporary one, says the handbook.

"Identical treatment for people in unequal situations can ... compound the inequity. We now know that many 'gender-neutral' policies may actually penalize women.

"Differential treatment may well be needed, for a time, to bring women and men into an equitable relationship. Thus, special classes in statistics might compensate for women's lesser exposure to mathematical training in high school; the few women successful in advanced scientific research could be brought in ... to serve as role models; affirmative action in hiring could be used until proportionate representation of men and women is achieved."

The handbook calls attention to the need for universities to recognize that women need adequate protection. Security staff, including parking lot attendants, should receive training in

equity issues. There should be adequate lighting in parking lots, garages, walkways, etc. Areas of parking lots should be set aside and monitored for those who are staying late at night. Campus maps could indicate heavily used and well-lit routes.

The U of T Staff Association is pleased with the handbook, said Rose Marie Harrop, vice-president (salaries and benefits). Though pay equity is only one facet of employment equity, it is the area of immediate concern at U of T, she said. "It's six months since the legislation on pay equity was passed. We want to make sure work that is women's work is properly described and evaluated."

Centennial Scientific Day

Some of the most important medical developments of the last 100 years will be reviewed at "Centennial Scientific Day" at the Hart House Theatre on the afternoon of June 2 and the morning of June 3. The event, the first of its kind at U of T, is one of the centenary celebrations in the Faculty of Medicine.

Several distinguished scientists from U of T and elsewhere will be speaking at the conference. Among them are Jacques Genest, director emeritus, Clinical Research Institute, Montreal, and Daniel Steinberg, professor of medicine, University of California, San Diego. Genest will discuss "Biomedical Research in Canada" and Steinberg will talk about "The Beginning and End of the Cholesterol Controversy."

Dean John Dirks will outline future initiatives of the faculty.

The event is open to the public and there is no admission charge.



Ethnomusic

Ensemble Ezgi, a Toronto-based group playing traditional Turkish music, was one of five groups that performed at the closing reception of the First Conference on Ethnomusicology in Canada. The conference took place May 13 to 15 at the Edward Johnson Building. The success of the program corresponded to the need by

ethnomusicologists for an interchange of their work, said John Beckwith, Jean A. Chalmers professor of Canadian music and director of U of T's Institute for Canadian Music. Sponsors of the event were the institute and the faculties of fine arts and graduate studies at York University.

Lease proposal referred back

The Executive Committee has decided to refer back a proposal for the sale and lease-back of library books passed by the Business Affairs Committee last month. Robert Nixon, the provincial treasurer, imposed a moratorium on such arrangements May 5.

Nixon said his ministry would be developing a policy on the sale and lease-back of public assets. Alec Pathy, vice-president (business affairs), has been meeting with the treasurer's rep-

resentatives in an effort to put across U of T's perspective on the matter before the policy is created.

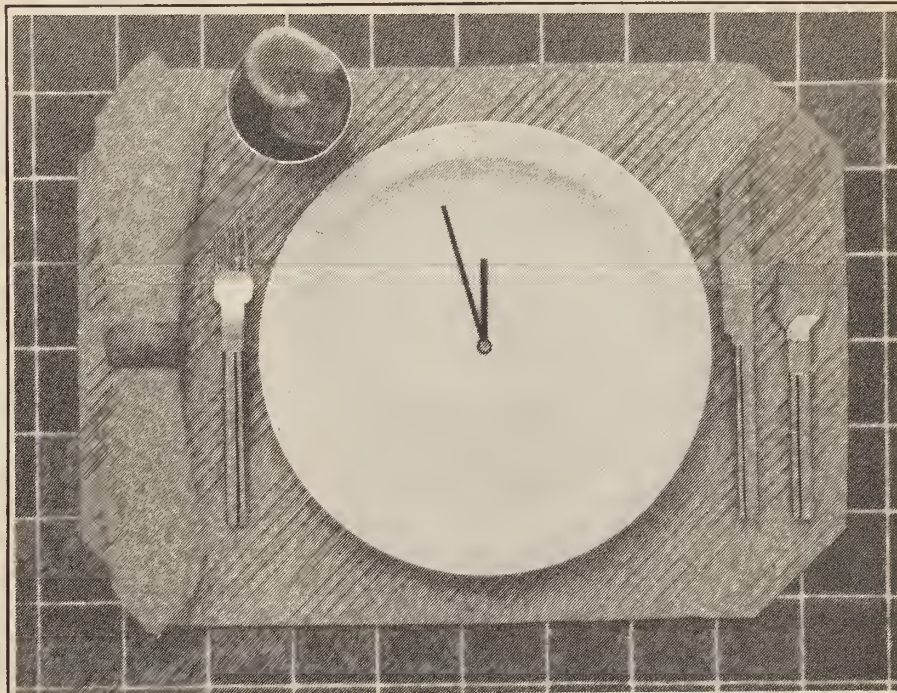
"We take exception to the treasurer's statement that 90 percent of the benefit goes to the lessor and 10 percent to the institution," said Pathy. "We think those numbers are entirely incorrect."

Pathy will give the Business Affairs Committee an update on his progress at the May 31 meeting.

U of T Press chosen as Publisher of the Year

U of T Press has been chosen Publisher of the Year by the Canadian Booksellers Association. The press, which also received the award in 1982, is the only publisher to receive it twice. Recognizing the excellence of the publishing program at the press, the award also cites its role as a distributor for other Canadian publishers, especially the Literary Press Group.

The press has also received the highest possible number of bonus points from the juries recommending levels for grants from federal and provincial arts councils. The bonus points are awarded for the cultural significance of a publisher's list and for the professionalism of the publisher's editorial, design and marketing strategies.



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Date **TUESDAY, MAY 31, 1988**

Time **12 noon - 1:00 p.m. & 1:00 p.m. - 2:00 p.m.**

Place **HART HOUSE, SOUTH SITTING ROOM**



THE AT WORK PROGRAM.

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Pulp & Paper Centre has good pedigree, high hopes

by George Cook

Establishing a research centre is about "winning hearts and minds," says Douglas Reeve, director of the recently founded Pulp & Paper Centre in the Faculty of Applied Science & Engineering.

Reeve hopes the centre will attract creative minds to pulp and paper research and related areas. He wants graduate students and young faculty members in engineering, the applied sciences and related disciplines to consider the industry carefully when selecting a field of study.

"This isn't so much a physical centre with a building and so forth, but a centre of influence," says Reeve. "We want to promote research and teaching in pulp and paper science in Canada, to make pulp and paper attractive to university people. We'd like them to see the potential connections between their research and applications in the industry."

The research possibilities should be of special interest to graduate students. "The University can attract fresh young minds to industry research." So far, the centre has six graduate students ready to begin or continue work, but that number could grow by September. "The pulp and paper industry is alive and well and hiring."

Part of the appeal of pulp and paper research is its "high tech" nature, Reeve says. Laboratory testing anticipates the demand for new kinds of paper and fibre products; new machinery makes mills quieter, cleaner, safer and more efficient; computers regulate, sensors monitor and chemicals alter the production process; biological techniques break down effluents.

The industry itself is growing. The information and computer revolution has increased the need for speciality papers for use with laser and ink-jet printers, while new uses have been found for fibre in cars, houses, machinery, furniture and packaging.

Remain competitive

Reeve hopes the centre can help the industry remain competitive. In the past, Canada has been a commodity exporter of pulp and newsprint. In order to grow and prosper in a changing business environment, manufacturers are now developing more highly finished products to meet the new demands.

The centre has a good pedigree. It traces its lineage directly to University Professor Emeritus Howard Rapson, who retired from research in March, and his colleagues in chemical engineering, who built U of T's pulp and paper lab into one of the most productive in the country. Reeve himself took up research in 1977 after reading one of Rapson's papers and offering to become a graduate student.

In the course of a long career, Rapson alone registered 45 patents. He invented the closed-cycle pulp mill and the modern bleaching process. These developments have kept Canada in the forefront of papermaking technology, and have helped the industry thrive,

providing thousands of jobs in hundreds of communities. Pulp and paper is the largest sectoral employer in the country, and the largest exporter. Paper itself is a truly "strategic material," Reeve says. "It is critical to our civilization."

But with Rapson's departure, and the coming retirement of a number of other distinguished members of the staff, Reeve felt the time was right to regroup. With the help of Michael Charles, vice-dean of engineering and James Smith, chairman of the chemical engineering department, Reeve raised a total of \$150,000 from six companies to launch the project. Three — Abitibi-Price, Domtar and Great Lakes Forest Products — manufacture pulp and paper. The others — Albright and Wilson Americas, Kajanni Elektronik Oy of Finland and Kamy Inc. — are major suppliers of chemicals, electronic sensors and papermaking machinery respectively.

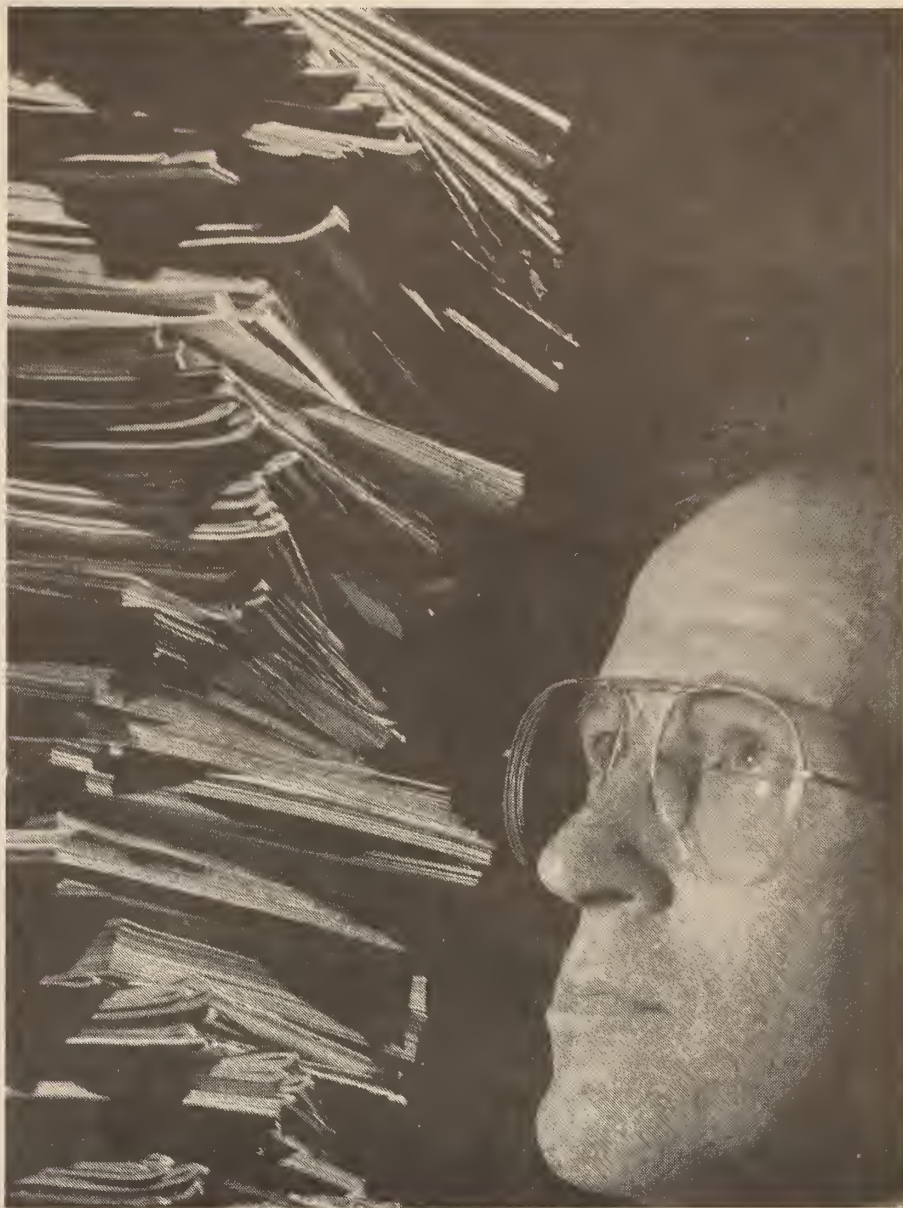
Learn science

While it helps the industry grow, the centre can also bridge the gap between producers, governments and environmental groups. More often than not, when representatives of the three find themselves in the same room, they negotiate. By providing a neutral forum in a university setting for the exchange of information and ideas, the Pulp & Paper Centre, which has conducted one set of colloquia on mill effluents and plans another next year, helps industry planners, government regulators and environmental protection activists talk to one another. "They need a place where they can learn the science and engineering principles and how to improve the technology."

Although science and engineering are the centre's core activities, environmental protection is also an area of interest. The pulp bleaching process is responsible for much of the chlorinated organic effluent so harmful to the environment, but there may be ways of replacing chlorine with other bleaching compounds, thus reducing the environmental damage.

The application of new biotechnical processes to the treatment of dangerous mill effluents, some of which contain dioxin and chloroform, also holds promise. "Biotechnology is a glamour science, but applications to pulp and paper have not yet been recognized by the public. We want to find out how to treat chlorinate organics and make the biological treatment of effluent more efficient in the northern climate." It may some day be possible to use gene-splicing techniques to create algae capable of metabolizing chlorinate compounds, reducing them to less toxic forms.

The advent of the centre marks the beginning of a new phase in pulp and paper research at the University. The results will help keep one of Canada's most important industries and largest employers strong and growing in an increasingly competitive international market.



Douglas Reeve

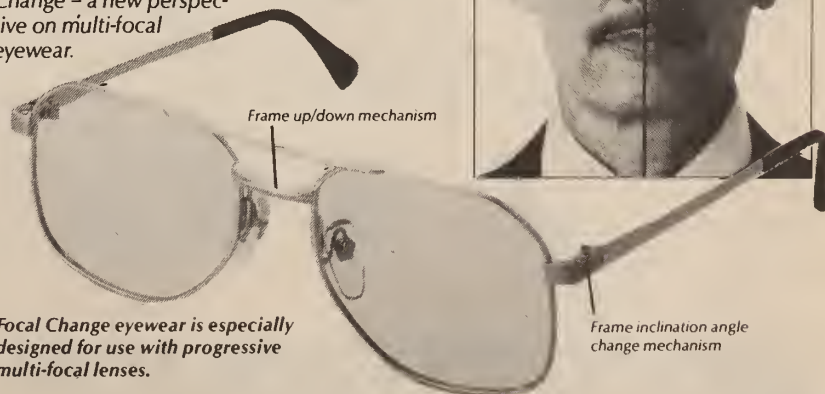
GREG HOLMAN

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OISE purchases Guidance Centre

The Ontario Institute for Studies in Education has purchased U of T's Guidance Centre. The sale was effective April 29.

Over its 45-year history, the centre's main activity has been the sale of various publications, including achievement, aptitude and psychological tests. They are sold to boards of education and individual schools for use in secondary school guidance departments.

Now located at 10 Alcorn Avenue, the centre will move to the OISE building on Bloor Street in the early summer.

The centre will merge with OISE Press, although separate product lines will be maintained for the immediate future.

Since customers are essentially the same for both the centre and OISE Press, the combined operation of both organizations is expected to have a stronger presence and enhanced marketing ability.

U of T's Human Resources Department has already relocated some of the 12 staff members of the centre who will be affected by the sale and is working to relocate the others.

National Scholars announced

The Office of Student Awards has announced the names of the University of Toronto National Scholars for 1988.

They are Renee Dickie and David Duncan of Burlington, Ont., Linda Klaamas of Rose Bay, N.S., D'Arcy Little and Elina Yakimov of Scarborough, Alice Staveley of St. John's, Nfld., and Leah Theriault of Alder Point, N.S.

In addition, 13 Arbor Scholars have

been chosen, seven from Ontario, two from Nova Scotia and one each from Manitoba, Saskatchewan, Alberta and British Columbia.

National Scholars receive \$5,000 a year for four years and a free room in residence for the first year. Arbor Scholars are awarded \$1,500 a year. A faculty member from each student's area of interest is assigned as an adviser.

WED. JUNE 1ST

NIGHT of STARS

This is your invitation to turn June 1st, 1988 into a delightful event and to help your University launch one of its most urgent and important initiatives

That event is the *Night of Stars*, A Celebration of the University of Toronto.

It begins with a cocktail reception at 6:30 p.m. under a huge blue and white tent on the back campus, then moves into Hart House Theatre where we will be entertained by a star-studded line-up of our graduates, all hosted by Don Harron.

Night of Stars marks the official start of *Breakthrough*, the University's five-year \$100 million fund-raising campaign. Already, many millions of dollars have been pledged towards its goal of improving the quality of learning at the U of T. But as you can imagine, it is crucial that the *Breakthrough* campaign receives significant early support from the very community it's designed to benefit.

We invite you to join us on June 1st for what promises to be a great evening for everyone. Needless to say, tickets will be going quickly. To reserve yours, telephone 978-2036 or -2171.

Gordon Cressy
Vice-President
Development & University Relations

Martha J. Tory
Volunteer Chairman
Night of Stars

The cost is \$100 per ticket, \$70 of which is tax-deductible.
(A receipt will be issued)
Registered charitable number: 0052282-20-13

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PHD ORALS

Please contact the PhD orals examination office at 978-5258 for information regarding time and location for these listings.

Thursday, May 26
Joanne Thompson, Department of Education, "The Seduction, Rape and Untimely Death of Women in Fiction: An Educational Problem." Prof. J. Aiken.

Friday, May 27
Kari Dehli, Department of Education, "Women and Class: The Social Organization of Mothers' Relations to Schools in Toronto, 1916 to 1940." Prof. P. Corrigan.

Gordon Leslie Flett, Department of Psychology, "Depression and Preattributions for Life Problems and Pleasures: A Test of Kelley's Model." Prof. P. Pliner.

Monday, May 30
Marc David Perry, Department of Biochemistry, "Isolation and Characterization of a Mouse Gene Encoding HSP68." Prof. L.A. Moran.

Tuesday, May 31
Lois Aileen Jackson, Department of Sociology, "In Whose Interests? A Study of Canadian Bilateral Aid to Jamaica's Agricultural Sector." Prof. M. Murmis. (Rescheduled.)

Wednesday, June 1
Paula Angela De Coito, Department of Education, "Understanding the Connection between International Trade in Services and Canada's Women Small Business Owner Population: Economic and Educational Considerations." Prof. M. Handa.

John Arnason Morgan, Department of Political Science, "Dialectical Political System: Self-determination as the Ethical Basis of a Social Formation." Prof. R. Day.

Thursday, June 2
Rene Mauricio Valdes, Department of Political Science, "The Collapse of Corporatism: Financial Reform and Political Change in El Salvador." Prof. R. Sandbrook.

Friday, June 3
Patrick Edmund Smith, Department of Geology, "Uranium-Thorium-Lead Geochronology of Archean Rocks of the Eastern Superior Province and Application of Initial Lead and Hafnium Isotope Ratios to Greenstone Belt Evolution." Prof. R.M. Farquhar.

Monday, June 6
Anne Michele Seymour, Department of Education, "Pre-Attentive Mechanisms in Dyslexia." Prof. L. Siegel.

Robert John Watters, Department of Geography, "The Effects of Acid Deposition on Nutrient Cycling in an Aspen-Birch Ecosystem." Prof. A. Price.

Tuesday, June 7
Donald Rayner Edwards, Department of Psychology, "Stochastic Error in Multidimensional Scaling." Prof. I. Spence.

Lawrence Lee, Department of Physics, "Intermediate Energy Proton-Nucleus Scattering from (40)Ca, (90)Zr and (208)Pb." Prof. T.E. Drake.

Wednesday, June 8
Harry John Smaller, Department of Education, "Early Teachers' Protective Associations in Ontario." Prof. A. Prentice.

Thursday, June 9
Peter Autenried, Department of Immunology, "The Effect of Cyclosporine and Other Immunosuppressive Agents on Systemic MHC Expression in the Mouse." Prof. P.F. Halloran.

Gary Brian Freeman, Department of Education, "Variables that Influence Effective Studying." Prof. P. Gamlin.

Friday, June 10
Veronica Mary Fraser, Department of French Language & Literature, "The Rhetoric of Implication in the Works of Peire Vidal." Prof. H. Secor.

Rohinton Medhora, Department of Economics, "Assessing the Costs and Benefits of Membership in the West African Monetary Union, 1976-84." Prof. G.K. Helleiner.

Sherri Lynn Olson, Centre for Medieval Studies, "A Social and Economic Study of the Ramsey Village of Ellington, Hunts, Late 13th Century - 1500." Prof. A. Raftis.

Monday, June 13
Zbigniew Edward Ring, Department of Chemical Engineering & Applied Chemistry, "Trickle-Bed Reactors: Effect of Wetting Geometry on Overall Effectiveness Factor (Experimental Study)." Prof. R.W. Missen.

James Joseph Ryan, Department of Education, "Disciplining the Innuit: Social Form and Control in Bush, Community and School Life." Prof. T. Greenfield.

Tuesday, June 14
Robert George Dennison, Department of Education, "The Child in the Toronto Daily Press, 1919-1929." Prof. W. Brehaut.

Wednesday, June 15
Kostas Constantine Maniopoulos, Faculty of Dentistry, "Development and Characterization of an *In Vitro* System Permitting Osteogenesis by Stromal Cells Isolated from Bone Marrow of Young Adult Rat." Prof. A.H. Melcher.

POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

Athabasca University
Vice-President, Finance

and Administration
Send résumés to: Mr. Dave Simmonds, The Coopers & Lybrand Consulting Group, 2500 Oxford Tower, 10235 - 101st St., Edmonton, Alta. T5J 3N5

PERSONNEL NEWS

Job Openings
Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Sandra Winter; (6) Dagmar Mills; (7) Janice Draper; (8) Sheila Stoddart; (9) Janis Campbell; (10) Julia Finerty.

Accountant I
(\$19,270 - 22,670 - 26,070)
Physical Plant (1)

Accounts Payable Clerk
(\$16,190 - 19,050 - 21,910)
Central Services, Medicine (11)

Administrative Assistant I
(\$21,330 - 25,100 - 28,870)
Alumni Affairs, St. Michael's (1)

Biostatistician
(\$28,790 - 33,780 - 38,950)
Epidemiology Research Unit (1)

Clerk IV
(\$19,270 - 22,670 - 26,070)
Accounts, Royal Conservatory of Music (1), Human Resources (10)

Clerk Typist III
(\$17,670 - 20,790 - 23,910)
Physical & Health Education (11), Ophthalmology, 60 percent full-time (1)

Junior Furnishings Coordinator
(\$21,330 - 25,100 - 28,870)
Physical Plant (1)

Laboratory Technician II
(\$21,330 - 25,100 - 28,870)
Medicine (1), Physiology (7)

Library Technician VI
(\$21,330 - 25,100 - 28,870)
Robarts Library (send résumé to James E. Feyerer, Manager, Personnel Services, Robarts Library)

Research Officer III
(\$28,790 - 33,780 - 38,950)
Behavioural Science (1)

Secretary I
(\$17,670 - 20,790 - 23,910)
Post-graduate Medical Education (11), Alumni Affairs, St. Michael's (1)

Secretary I
(\$20,652 - 22,501)
Robarts Library (send résumé to James E. Feyerer, Manager, Personnel Services, Robarts Library)

Secretary II
(\$19,270 - 22,670 - 26,070)
Rehabilitation Medicine (1), Health Administration (1), U of T Press, Downsview (10), Immunology, 20 percent full-time (7)

Book on Irish in Canada attempts to unite Catholics and Protestants

by Judith Knelman

Robert O'Driscoll's dream is to unite Irish Catholics and Protestants.

It started in 1985 with a conference at St. Michael's College, where he teaches English, marking the 125th anniversary of the founding of the Orange Order in Toronto. Part of the conference was a St. Patrick's Festival on the theme of the Irish settlement of Canada.

Yet what prompted a celebration of extreme Protestantism at a Catholic college? "It suddenly occurred to me that Orangemen were Irishmen too. The realization almost knocked me dead," said O'Driscoll. Since he believes that history has to be faced if it is not to be replayed, he "flipped out of the usual mode and organized a conference honouring the Catholic tradition and the act of history that established the Orange Order here. It brought orange and green together."

The prime minister of Ireland at the time, Garret FitzGerald, sent a letter of congratulations to O'Driscoll commending him for the "gesture of reconciliation" and the "example to all of us in Ireland."

Then O'Driscoll thought of unifying Irish Canadians through a book. Volume one of *The Untold Story: The Irish in Canada* is green, volume two orange. The book's thesis is that Canadians owe Confederation to the united effort of the Irish, since there was no clear certainty that anyone wanted it until a contingent of Irish Protestants and Catholics vanquished Fenian raiders at the Battle of Ridgeway near the US border in 1866.

O'Driscoll would like to see pride in Irish Canadian history unite the Irish here once again. Irish Canadians seem to have lost sight of their Irishness, he feels, and to have dissociated themselves



To the pagan Celt, the head had the same emblematic significance as the cross had to the Christian Celt. Here, from *The Untold Story: The Irish in Canada*, a series of heads within a circle.

from what is going on in Ireland. "The Irish here should see themselves as Irish," he said recently, by way of explaining what prompted him to pour two years of loving and unstinting attention into the book.

With co-editor Lorna Reynolds of University College, Galway, O'Driscoll commissioned and coordinated articles by 70 contributors. The articles document the immigration and settlement of the Irish in Canada, the development of Irish-Canadian society and the emergence of various Irish personalities in Canadian culture. Also included in the book are about 200 illustrations. O'Driscoll's office is filled with boxes stuffed with the manuscript of the book — 10,000 manuscript pages edited and typeset into 1,000 book pages.

Among the contributors are former

Ontario premier William Davis, James Reaney, Kildare Dobbs, Max Ferguson, Sean MacBride, and Douglas Sealy, an Irish literary and music critic.

The two-volume book, which sells for \$150, would not have appeared without private subsidy, O'Driscoll said. The Ontario Ministry of Citizenship & Culture provided \$25,000 for typesetting and editing and the Jackman Foundation about \$150,000 for copy-editing and printing. It was a shoe-string operation with a skeleton staff "cutting through the red tape of publishing." The publisher is Celtic Arts of Canada, a team put together by O'Driscoll. His wife, Treasa,

and his son Brian are managing the sales, Brian by going to Irish gatherings and talking up the book and Treasa by taking orders on the phone. Since the printing has been paid for, proceeds from sales of the book will go to Celtic studies programs in Canadian universities.

With a flash of the poetry that regularly lights up his speech, he added quickly and casually: "I believe in truth, liberty and enlightenment. The illumination of knowledge brings us out of the cave of subterranean darkness into a state of understanding, so that suspicion and paranoia fade away. I would like peace and reconciliation here to influence things in the home country."

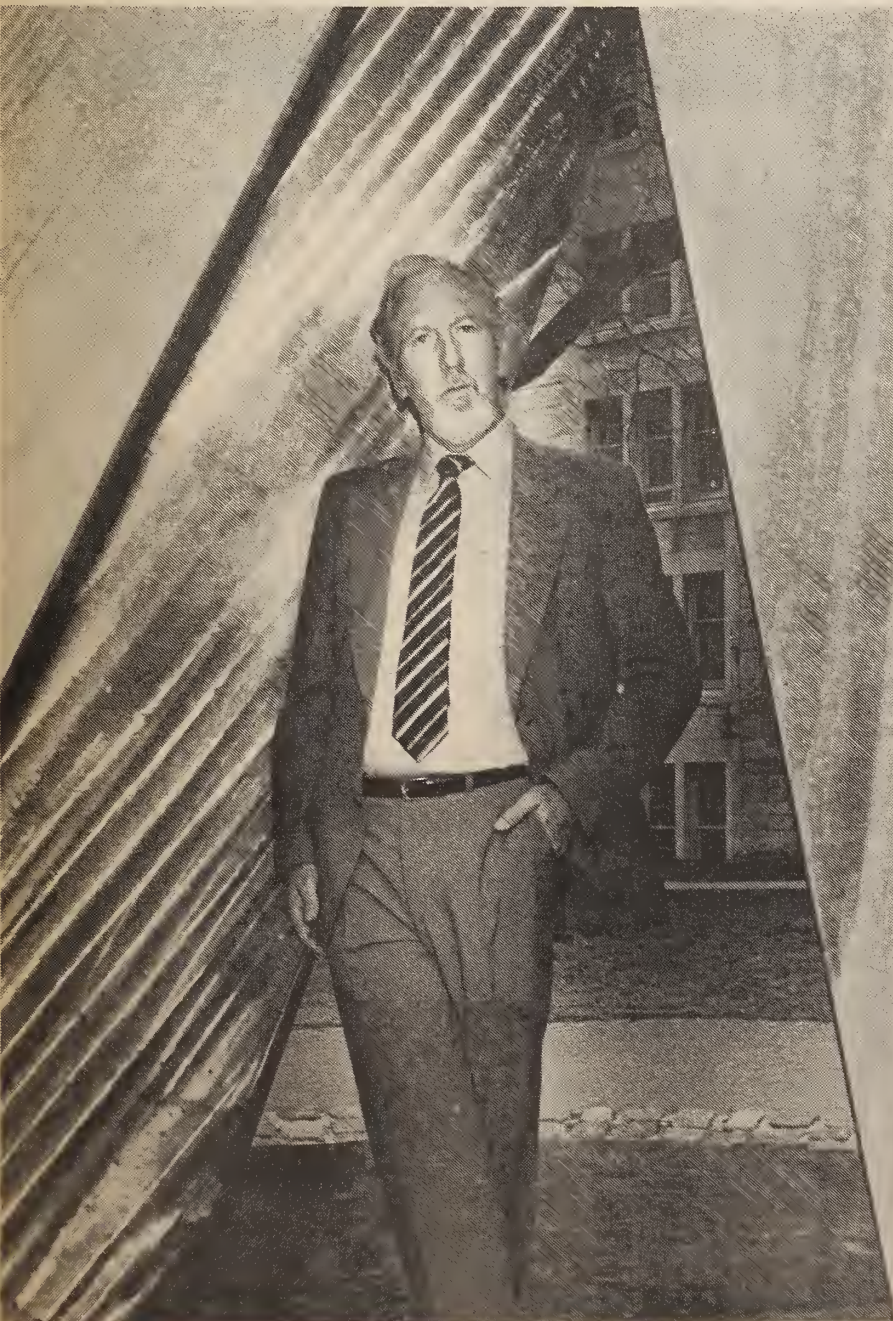
Ireland, in fact, is not home to O'Driscoll. He claims that he "came out of nowhere" to Irish studies. He was born in the Irish enclave of Newfoundland — the O'Driscolls, Irish Catholics, emigrated after the English won the Battle of Waterloo, apparently because some of them had been in the espionage service of Napoleon — and did his PhD at the University of London on Samuel Ferguson, an Ulsterman whose work led Yeats and others to the Celtic literary revival.

Fascinated by the richness of Celtic literature, history, folklore, music and myth, O'Driscoll began bringing Irish conferences and theatrical productions to Toronto and set up the Celtic studies program at St. Michael's in 1984. He managed to get the actress Siobhan McKenna here twice, and such lecture circuit luminaries as Buckminster Fuller, Conor Cruise O'Brien and W.H. Auden, as well as Marshall McLuhan. (Auden refused twice, but O'Driscoll asked him a third time and urged him to accept "because I am a sensitive soul and I can't stand another refusal.")

O'Driscoll's next project is to lead 1,000 Canadians on a visit to Ireland and Northern Ireland in 1990, 300 years after the victory of William of Orange at the Battle of the Boyne. "Maybe we can reenact it," he speculated. "You can undercut with humour and good will an event around which passions have gathered for centuries."

The point would be to bring Catholics and Protestants to the scene of the event that precipitated the strife between them and make it obvious that time should have dulled the sting. He once pointed out to a group of prospective tour members that as his full name is Patrick Robert O'Driscoll, PROD, "I may be a Prod in a Cat camouflage."

After the 1990 delegation visits Ireland, we may expect to read O'Driscoll's memoirs, either in the first person or in the form of a novel. Tentatively titled *Mea Culpa?*, it examines the 20-year history of his efforts to promote Celtic studies.

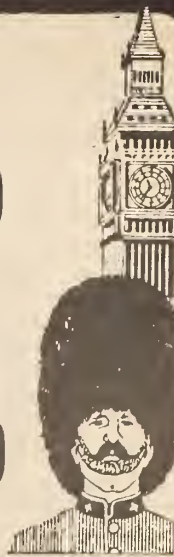


Robert O'Driscoll

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RESEARCH NEWS

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Connaught Committee
The committee has cancelled two competitions for the 1988-89 academic year: special research program grants competition of Sept. 12, 1988;

Phase II new staff grants competition of Jan. 15, 1989.

The cancellation of these two competitions reflects the committee's decision to extend its moratorium on new applications to these two programs for another year.

Heart & Stroke Foundation of Ontario

The foundation has a new address: 477 Mt. Pleasant Road, 4th Floor, Toronto, M4S 2L9. The new telephone number is 489-7100.

Ontario Ministry of Agriculture & Food

No further applications for financial support will be considered this year under the agriculture and food research program. The total budget allocated to this program has been committed to projects.

Ontario Ministry of the Environment

The ministry has announced that the June 15 competition for research funding has been cancelled.

National Institutes of Health (US)

Unsolicited AIDS Applications

To receive expedited review, applicants to investigator-initiated AIDS research project grant competitions at NIH and the Alcohol, Drug Abuse and Mental Health Administration (ADAMHA) must submit the original application plus 32 legible copies. The number of copies of appendix materials remains at six. Commencing Sept. 1, these applications must be accompanied by appropriate institutional approval for research involving human subjects or vertebrate animals. Failure to provide required approvals could result in deferral or rejection.

Applicants for other than the accelerated cycle should consult the NIH Guide for Grants and Contracts, Vol. 17, No. 9, March 11, 1988.

Changed Receipt Dates — Revised Applications

Effective July 1988, all revised applications for both new and competing continuation grants will be due on March 1, July 1 and November 1. These changes will not affect program announcements with specific deadlines which will continue to appear in NIH bulletins.

Upcoming Deadline Dates

Amyotrophic Lateral Sclerosis Society (US) — full grant applications: June 15.

Canada Council — Killam research fellowships: June 30;

I.W. Killam memorial prize (nominations): June 30.

Canadian Cystic Fibrosis Foundation — new research

development program (letter of intent): June 1.

Cancer Research Institute Inc. (US) — fellowships: June 1.

Anna Fuller Fund — fellowships; research grants: June 1.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants (sabbatical): June 30.

Iron & Steel Society — ferrous metallurgy grant program: June 1.

Laidlaw Foundation — scholar program: May 31.

Ministry of Colleges & Universities — URIF — for May 31 ministry deadline, internal deadline at ORA: May 24.

Muscular Dystrophy Association (US) — request for fellowship and research grant application (for submission June 30): May 31.

National Institutes of Health (US) — new and competing continuation program, project and centre applications: June 1.

Ontario Ministry of Agriculture & Food — no further research proposals accepted.

Ontario Ministry of the Environment — June 15 competition cancelled.

Physicians' Services Inc. Foundation — grants: June 7.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct.-Feb.): June 30.

Standards Council of Canada — university research contribution: May 31.

U of T, Humanities & Social Sciences Committee of the Research Board — grants-in-aid: June 1.

Royal Society honours

Eight U of T faculty members are among the 60 distinguished humanists and scientists elected fellows of the Royal Society of Canada this year.

They are: Professors John M. Beattie, Centre of Criminology; John Hagan, Department of Sociology and Faculty of Law; Peter Russell, Department of Political Science; Stephen Waddams, Faculty of Law; Ursula Franklin, University Professor Emeritus, director of the Collegium Archaeometricum; John Friedlander, Division of Physical Sciences, Scarborough College; Arnis Kuksis, Banting & Best Department of Medical Research; and W.M. Wonham, Department of Electrical Engineering.

They will be inducted into the society at its annual meeting on June 5 at the University of Windsor.

The society has also announced that two U of T faculty members have been awarded Royal Society medals. They will be honoured at a dinner on June 7.

Professor Michael Bliss of the Department of History is the 1988 recipient of the Tyrrell medal, given for the furthering of knowledge of the history of Canada. He has published primarily in the history of medicine and the history of business, though he has written on topics as diverse as pre-Freudian sexual ideas, Canadian economic policy and the militancy of the Methodist Church in World War I.

He is the author of *Northern Enterprise: Five Centuries of Canadian Business* (1987), *Banting: A Biography* (1984), *The Discovery of Insulin* (1982) and *A Canadian Millionaire: The Life and Business Times of Sir Joseph Flavelle 1858-1939* (1978). *The Discovery of Insulin* won the Royal Society's Hannah Medal in 1983.

Professor Arthur Axelrad of the Department of Anatomy and Mount Sinai Hospital will receive the Thomas

W. Eadie medal, given annually for a major contribution in engineering or applied science. A researcher in haematology, he has advanced knowledge of the control, differentiation and proliferation among the progenitors of red blood cells in mammalian blood-forming systems. He devised the first enumerative response assay method for a leukemia virus.

Dr. Axelrad pioneered the development of *in vitro* methods for culturing and characterizing cells within bone marrow, an important factor in the development of contemporary biotechnology.

PARTICIPAction Challenge

Toronto's honour is at stake. Last year, the city of Montreal challenged Toronto to determine which city could do better in the PARTICIPAction Challenge — a competition among the cities of Canada to see which one could get the most people exercising during a 15 minute period on a day during the federal government's Fitweek. Many cities across Canada participated but Montreal won the two-way contest with Toronto.

This year, Gordon Cressy, vice-president of development and university relations, invites the University community to help repair Toronto's fitness image. Cressy, members of faculty and staff, and students will exercise for 15 minutes on King's College Circle at 12.15 p.m. on Wednesday, May 25. Participants may take their choice of jogging or walking around the circle, or joining in a stretch class.

Correction

Professor Alan T. Davies of the Department of Religious Studies has been appointed acting chair of the undergraduate department, from July 1, 1988 to Dec. 31, 1988. In the academic appointments in the May 9 issue of the *Bulletin* it was announced that he had been appointed chair of both the undergraduate and graduate departments.

IN MEMORIAM

Lt.-Col. Henry Harrison Madill, a former director of the School of Architecture, died May 4 at 99.

Professor Madill was known in Ontario for his design of apartment houses, schools and public buildings. He graduated from U of T

with a degree in architecture in 1912 and practised as an architect until war broke out. After the war he combined the practice of architecture with teaching at U of T. In World War II he was the commanding officer of the Canadian Officers Training Corps

at U of T. His service in the two wars earned him the Order of the British Empire.

He was director of the School of Architecture from 1946 to 1957. In 1978 he received the University's Sesquicentennial Long Service Honour Award.

Professor Bruce E. Conchie of the Faculty of Education died on May 10 at the age of 62.

A graduate of the University of Saskatchewan, he did his teacher training at UBC and McMaster. He began his career in business, then taught in Scarborough and

Markham for 11 years before joining the Ontario College of Education in 1969.

Active in professional associations, he served on the executive of the Canadian Business Teachers' Association. At the time of his death he was a member of the Procter & Gamble scholar-

ship committee.

He was also active in charities and community groups. He was on the board of directors of the Big Brothers and Sisters of Central Hastings and of Oxfam Canada and served regularly as a volunteer for the Ontario March of Dimes.

Professor Emeritus F.E.L. Priestley, one of the most influential and respected teachers of English literature that Canada has produced, died May 11 at 83.

Francis Ethelbert Louis Priestley, known as "FELP," was born in England and came to Alberta with his family in 1919. He received a BA and an MA from the University of Alberta and taught high school for several years before coming to Toronto to work on his doctorate, awarded in 1940. He returned to the West, teaching English at UBC during the war years, and then took up an appointment at U of T, where he remained until his retirement in 1972.

Professor Priestley acquired a reputation for wide-

ranging intellectual prowess, becoming an acknowledged authority on 18th as well as 19th century literature and on the history of ideas. His doctoral thesis was an edition, with commentaries, of Godwin's *Enquiry Concerning Political Justice*, a project that involved a study of history, philosophy, political science and English literature. He later wrote on Tennyson, Browning, Mill, Pope, Newton, Chaucer, Keats, Thackeray and Burke as well as on topics as diverse as psychology, aesthetic theory, history, economics, law and scientific thought. He was general editor of the Mill project at U of T from 1959 to 1971 and chairman of the editorial board of the Disraeli project at Queen's

from 1974 to 1978.

He had honorary degrees from Mount Allison University, the University of Alberta and the University of Western Ontario. He was an honorary lifetime fellow of the Royal Society of Canada and a fellow of the Royal Society of Literature. Last year the University of Lethbridge inaugurated the F.E.L. Priestley lecture series to advance the humanist tradition.

He is survived by a son, Leonard, who is a professor of East Asian studies at U of T, and his second wife, U of T Professor Emeritus Helen Hogg, an astronomer. His first wife died in 1981.

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Researcher wants environmental law recycled

by Patrick Donohue

When Jill Johnson signed up for an Innis College course on research in environmental studies, she didn't expect to ignite a controversy about the merits of Ontario's Environmental Protection Act. As a result of her course project, however, Johnson has been interviewed for a radio documentary and environmentalists are arguing about her findings.

That kind of reaction to a report produced in the course doesn't surprise Professor Beth Savan. Her course is meant to get students out of the classroom, "to find out what it's like to do work in the real world." Projects are designed to put students in touch with experts in the field who can help them zero in on hot environmental issues.

Johnson's advisers steered her towards the subject of recycling non-refillable soft drink containers. "As an environmentalist, I felt that was something I could relate to without a lot of background," says Johnson, a real estate agent who is completing her degree part-time.

Her study focuses on Regulation 623 of the Environmental Protection Act. Proclaimed in 1985, the regulation stipulates that all non-refillable soft drink containers sold without a deposit must achieve a 50 percent recycling rate within 18 months of their introduction to the market. For those already on the market, the 50 percent recycling rate would have to be met by November 1, 1988. Otherwise, a deposit equal to that levied on refillable containers would be charged.

That sounded like a good environmental law. But exactly how would the 50 percent be measured? To help answer that, the Ministry of the Environment established the Recycling Advisory Committee. Its 11 members include municipal officials, members of the Recycling Council of Ontario (a non-governmental environmental organization) and six representatives of the soft drink industry.

What the committee suggested was that a 50 percent recycling level would be considered to have been met when one million households in Ontario had had Class 1 recycling service available to them for nine of the 12 previous months. An augmenting formula for calculating the recycling rate for each soft drink container material type was included in the recommendation. Submitted by the committee last November, it was accepted by the minister in January.

No wonder this scheme met with the approval of soft drink manufacturers, says Johnson. Class 1 service — curbside collection of newspapers and con-



Jill Johnson

tainers in recycling boxes — is offered only to single family dwellings in urban areas. Besides, the committee didn't even require that the service be used — only that it be available.

Through meticulous perusal of data from various sources, Johnson found that only 30 percent of non-refillable pop containers sold in the province end up in homes receiving Class 1 recycling service. Applying the recommended method of arriving at the 50 percent recycling rate, she found that only 5.2 percent of all non-refillable pop containers need to be recycled in order to satisfy the requirements of the regulation.

"I had expected the number to be low but I hadn't expected it to be so low," Johnson says.

Next came an even greater surprise. Regulation 623 contains a provision allowing the ratio of non-refillable to refillable containers to rise as recycling rates increase. At the 50 percent recycling rate, for instance, the proportion of non-refillable to refillable containers sold is allowed to increase from 60 percent to 65 percent. That means 2.5 percent more non-refillable containers are allowed to enter the waste stream.

Although she's careful not to claim that such an increase is actually taking place, Johnson finds the fact that it

could happen "a huge embarrassment." She gives the Ministry of the Environment credit for trying to make recycling happen, though. And her report notes that the soft drink industry has committed \$20 million over four years to help the ministry and municipalities expand Class 1 recycling programs. Still, the effect of Regulation 623 is to turn the Environmental Protection Act into a "pipe dream."

That's too pessimistic an outlook, says John Hanson, executive director of the Recycling Council of Ontario. Hanson says he can't refute Johnson's finding that Regulation 623 will lead to the entry of more non-refillable pop containers into the waste stream. Nor can he fault her "top-notch" research. However, Hanson feels the potential increase in non-refillable pop containers in the waste stream is a tolerable "trade-off," given the soft-drink industry's heavy investment in recycling programs. If they can be expanded to collect material not just from single-family dwellings but from all sources, the legislation will work, says Hanson.

Other environmentalists disagree. Tim Keele, a producer for CJRT radio, found out about Johnson's report while preparing a documentary on garbage. Keele already suspected that the recycling legislation was a bad deal for

Ontario. Johnson's report confirmed his misgivings. "She doesn't strike me as a person who polishes figures to make a point. I thought she was very careful to be accurate." In his documentary, Keele will juxtapose Johnson's comments with environmental minister Jim Bradley's defence of the regulations.

Such a "life beyond the classroom" is typical of many research projects from the course, says Savan. A project on community gardening, presented a few years ago, was published as a book. A report this year on contamination of the Niagara River will be printed by the Ministry of the Environment and circulated to officials concerned about the problem. A study of the environmental impact of Brazilian projects financed by foreign loans is being mounted as a slide show for public presentation. Environmentalist groups have promised funding to put into practice a student team's plan for environmental education in afterschool programs.

Because the projects in the course have such important ramifications, Savan invites the public to the presentations of the research reports by the students at Innis Town Hall in the spring. She bases 20 percent of the final mark on this presentation. The public exposure forces the students to make sure their research reports are structured logically so that people can follow them.

As Grant Eberlin, a member of a team that presented a report on recycling of plastics, puts it: "Making sure that what you're saying is correct — that's the real difference. In an essay for a prof it doesn't really matter if you're not absolutely sure." In the public forum, Eberlin found, the student has to be able to say "I've got the proof here."

In spite of the impressive proofs Johnson has gathered, she has yet to receive the minister's response to her findings. She had hoped to have them ready before he made his decision on the implementation of Regulation 623. That wasn't possible but she submitted her report to his office anyway. Now she's pestering his office for a reply. If it doesn't come soon, her next step will be to take her report to the environmentalists in the New Democratic Party.

Like many of the students in the course, Johnson hopes eventually to work in environmental consulting. "I thought this would be a way of testing the waters." To her surprise, it turns out that she's the one making waves.

Honorary degrees for U of T faculty

Among the U of T faculty members receiving honorary degrees from other universities this spring are Mary Eberts of law, Ursula Franklin of metallurgy and materials science, Gerald Helleiner of economics, Max Clarkson of management and Geraldine Kenney-Wallace of chemistry and physics.

Eberts, who teaches constitutional litigation, has received an honorary degree from Mount Saint Vincent University. She has been a member and consultant for many Ontario and federal committees, such as the Task Force on the Implementation of Midwifery in Ontario, the Special Committee on Pornography & Prostitution, and the federal Task Force on Day Care. She is a partner in the Toronto law firm of Tory, Tory, DesLauriers and Binnington.

Franklin will receive an honorary

degree from the University of Guelph for her pioneering efforts in the application of modern materials science techniques to the study of archaeological materials. She is also being honoured for her contributions to science through service on such organizations as the Science Council of Canada, the Natural Sciences & Engineering Research Council and the National Research Council of Canada.

Dalhousie University has awarded an honorary degree to Helleiner. He has taught at Yale, the Nigerian Institute of Social & Economic Research, the University of Ibadan in Nigeria, and University College in Dar es Salaam, Tanzania, as well as U of T. A member of the editorial boards of several economics journals, he has served as an adviser and consultant to many economics, development and government organizations.

Clarkson received an honorary doctorate from St. Mary's University for his long-standing commitment to management education in Canada. Dean of the faculty from 1975 to 1980, he was also, during that period, the first chairman of the Canadian Federation of Deans of Management & Administrative Studies. A director of many public and private corporations in Canada and the US, he writes and lectures on ethics in business.

Also receiving an honorary doctorate from St. Mary's, Kenney-Wallace is chair of the Science Council of Canada and a member of the Ontario Premier's Advisory Council on Technology. A former chair of U of T's Research Board, she is an internationally recognized authority on lasers, nonlinear optics and molecular/chemical dynamics.

Events

LECTURES

American "Star Wars" vs. Soviet "Cosmo Wars."

Wednesday, May 25
George Papachristos, High-Tech Aviation Corporation.
179 University College. 8 p.m.
(Science for Peace)

The Popular Summit.

Wednesday, June 1
Jennifer Ramsey, CKLN-FM; Gary Shaul, CAM DI-Philippines; and others. 179 University College. 8 p.m.
(Science for Peace)

Food Irradiation and the Nuclear Weapons Connection.

Wednesday, June 8
Irene Kok, Nuclear Awareness Project (Oshawa). 179 University College. 8 p.m.
(Science for Peace)

COLLOQUIA

Dark Matter Halos in Late Type Galaxies.

Wednesday, May 25
J. Kormendy, Dominion Astrophysical Observatory (DAO). 137 McLennan Physical Laboratories.
3.10 p.m.
(Astronomy)

Chemistry of N-Acetyl-p-Benzoquinone Imine, A Toxic Metabolite of Acetaminophen and Phenacetin.

Wednesday, May 25
Prof. Michael Novak, Miami University, Ohio. 428 Lash Miller Chemical Laboratories. 3.30 p.m.

On the Beginnings of the Moscow School of the Theory of Functions.

Thursday, May 26
Prof. Sergei S. Demidov, Soviet Academy of Sciences, Moscow; presentation in French. 323 Victoria College. 4.10 to 6 p.m.
(IHPST and Eleanor Parkin May and Kenneth O. May memorial fund)

"Slow and Steady" — Some Recent Applications of an Unconventional Steady State Gas Kinetics Technique in Organosilicon Chemistry.

Tuesday, May 31
Prof. Iain Davidson, University of Leicester. 428 Lash Miller Chemical Laboratories. 10.30 a.m.

SEMINARS

Methodology for the Implementation of Computer Integrated Manufacturing.

Wednesday, May 25
Richard W. Lawton, Digital Equipment of Canada Ltd. 211 Rosebrugh Building.
3 p.m.
(Industrial Engineering)

Studies on Liboprotein Lipase.

Monday, May 30
Prof. Olga Stein, Hebrew University, Jerusalem. Room 814, 3rd floor, Charlie Conacher Research Wing, Toronto General Hospital.
4.30 p.m.
(Banting & Best Diabetes Centre)

Conservation Laws for Polymatroid and Optimal Scheduling Control of Multiclass Queueing Systems.

Thursday, June 2
Prof. David Yao, Harvard University. 211 Rosebrugh Building. 3 p.m.
(Industrial Engineering)

Role of MHC Class II Molecules in Insulin-dependent Diabetes Mellitus.

Tuesday, June 7
Prof. Hugh McDevitt, Stanford University. Room 814, 3rd floor, Charlie Conacher Research Wing, Toronto General Hospital. 5 p.m.
(Banting & Best Diabetes Centre)

New Concepts of Peptide Drug Development.

Thursday, June 9
Peter W. Schiller, Laboratory of Chemical Biology & Peptide Research, Montreal. 519 Pharmacy Building. 4 p.m.
(Pharmacy)

MEETINGS & CONFERENCES

Sacred Spaces and Human Needs.

Tuesday, May 24 to Thursday, May 26
Fifth annual divinity alumni conference. Herbert O'Driscoll of Calgary will be keynote speaker and James Park Morton of the Cathedral of St. John the Divine, New York City, will be seminar leader. A bus tour to three different churches and architectural displays with several architects on hand will also be part of the conference. Registration fee: \$105, students and seniors \$75. Information: Sandy Brown, 978-2651.
(Trinity and Trinity Divinity Associates)

EXHIBITIONS

ROBERTS LIBRARY

Franz Kafka.

To May 26
A photographic documentary exhibition portraying the life and works of Franz Kafka; sponsored by the Department of German and produced by the Austrian consulate. Main display area.

The Tatra Mountains in Poland — A Unique Folk Art Paradise.

June 2 to June 30
A display of folk costumes and craftsmanship including woodcarving, embroidery and metalwork; sponsored by the Polish Heritage Society of Canada. Main display area. Hours: Monday to Friday, 8.30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY

The Italian Connection: 25 Years of Canadian Literature and Italian Translation, 1963-1988.

To May 31
An exhibition of books and manuscripts. 2nd floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

June 15 to July 14
Lori Goldberg. Paintings, acrylic on canvas. East Gallery.

Annette Francoise

Quilts. West Gallery. Gallery Hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

Planning & Resources Committee.

Monday, May 30
Council Chamber, Simcoe Hall. 4 p.m.

Committee on Campus & Community Affairs.

Wednesday, June 1
Council Chamber, Simcoe Hall. 4 p.m.

MUSIC

ROYAL CONSERVATORY OF MUSIC

Orpheus Choir of Toronto.

Friday, May 27
Brainard Blyden-Taylor, conductor; last in series of three concerts. Grace Church-on-the-Hill, 300 Lonsdale Rd. 8.15 p.m. Single tickets \$9 or \$10 at the door, students and seniors \$7. Information: 978-8231. (RCM Choral Program)

Information on all Conservatory concerts available from the publicity office, 978-3771.

Orford in Springtime.

Sunday, May 29
Orford String Quartet with special guest Jon Kimura Parker, piano. The du Maurier Theatre, Harbourfront. 3 p.m. Tickets \$20, call Harbourfront box office, 973-4000 or BASS, 872-2277. (U of T and Sunoco Inc.)

MISCELLANY

Faculty Forum — The Academic Challenge.

Wednesday, May 25
Speakers will discuss the governance of the medical school, hospital/University relationship, competing in research and the University and hospital research institutes. Auditorium, Medical Sciences Building. 8 a.m. to 4.30 p.m. Information: Judy Sears, 978-7114 (Medicine)

The N-Town Pageants: A Medieval History of the World.

Saturday, May 28 and Sunday, May 29
Events include a full cycle of 20 plays on each day presented by performing groups from all over North America and England as well as a medieval fair. Victoria College Quadrangle. Fair opens at 10 a.m., performances begin at 11 a.m. Information: 978-8668 (PLS)

Centennial Scientific Day.

Thursday, June 2 and Friday, June 3
Research achievements in the Faculty of Medicine will be highlighted. Dr. Jacques Genest, director emeritus, Clinical Research Institute, Montreal, will discuss "Biomedical Research in Canada" on June 2 at 1.15 p.m. Dr. Daniel Steinberg, University of California at San Diego will speak on "The Beginning and End of the Cholesterol Controversy" on June 3 at 8.30 a.m. Other topics include: Developments in Surgery, Fundamental Discoveries in Basic Science, Discoveries in Clinical Medicine, and Future Initiatives by the Faculty of Medicine. Hart House Theatre. Thursday, 1 to 5 p.m.; Friday, 8.30 a.m. to 12.30 p.m. Information and program details: Judy Sears, 978-7144.

Physicalism in Mathematics.

Friday, June 3 to Sunday, June 5
A conference on recent work in the philosophy of mathematics. Rooms 5107A and B, Sidney Smith Hall.

Friday, June 3
Philip Kitcher, University of California at San Diego. 7 p.m.

Saturday, June 4
Yvon Gauthier, Université de Montréal. 9.30 a.m. Michael Hallett, McGill University. 11 a.m. Hartry Field, University of Southern California. 1.30 p.m. Bob Hale, University of Lancaster. 3 p.m.

Sunday, June 5
Alasdair Urquhart, Department of Philosophy. 9.30 a.m. Penelope Maddy, University of California, Irvine. 11 a.m. Information: Andrew Irvine, 978-3316 or Jim Brown, 978-6789. (Philosophy, Office of Internal Relations, SSHRC and The British Council)

Academic Affairs Committee.

Thursday, June 9
Council Chamber, Simcoe Hall. 4 p.m.

Assessing Environmental Impact.

Monday, June 13 and Tuesday, June 14
Second in series of colloquia on pulp and paper mill effluents. Topics include: Acute Toxicity Testing Methods, Measuring Sublethal Effects, Model Ecosystems and Artificial Streams, Chemical and Biological Surveys, and Predicting Environmental Impact. 1105 Sanford Fleming Building. Registration fee: \$300, students \$30; complimentary to U of T faculty and students. Information: Cindy, 978-3062. (Pulp & Paper Centre, Chemical Engineering)

CONVOCATION

Convocation Hall.

Friday, June 3
Faculties of Social Work, Education and Management; Dean R.N. Wolff, Faculty of Management, will address convocation. 2.30 p.m.

Monday, June 6
School of Graduate Studies; honorary graduand Samuel D. Clark will address convocation. 2.30 p.m.

Tuesday, June 7
Scarborough College; honorary graduand The Honorable Robert L. Stanfield will address convocation. 2.30 p.m.

Wednesday, June 8
Faculty of Applied Sciences & Engineering; University Prof. Em. Bernard Etkin will address convocation. 2.30 p.m.

Thursday, June 9
Faculty of Medicine; honorary graduand Fraser Mustard will address convocation. 2.30 p.m.

Friday, June 10
Faculties of Pharmacy, Nursing, Dentistry and School of Physical & Health Education; honorary graduand Dr. Harald Løe, will address convocation. 2.30 p.m.

Monday, June 13
Erindale College; Prof. Roger Beck, associate dean, humanities, Erindale will address convocation. 2.30 p.m.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Willcocks St., by the following times:

Issue of June 13, for events taking place June 13 to June 27: Monday, May 30

Issue of June 27, for events taking place June 27 to July 25: Monday, June 13

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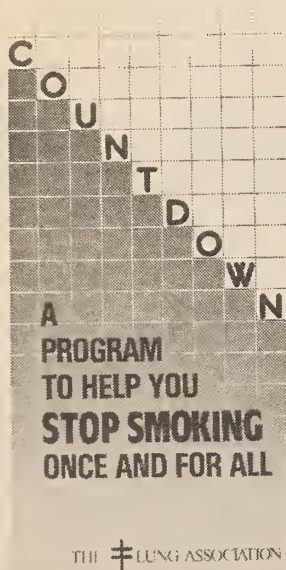
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PARTICIPATION

Calculating Progress Through the Ranks

by A.M. Gordon

It's that time of year again. Any day now the deans will announce the total amount that each department will receive for the Progress Through the Ranks (PTR) component of our 1988-89 salaries. Then the department heads will have the unenviable task of cutting up their pies in what ideally should be the most equitable manner possible.

The distribution of PTR (often called "merit pay") to individual professors has long been a controversial issue within departments and across the campus. This is because our university does not have a commonly applied formula that is generally perceived to be realistic, fair and manageable. In order to promote collegial harmony and remove some of the mystery from academic life, it would be well to examine the problem of staff evaluation in order to devise an acceptable equation for calculating PTR.

In order to make a demonstrably fair assessment of each colleague's performance, it is necessary to quantify his/her annual contribution to the department, the University, and the larger community. Three types of activity — research, teaching and service — are usually considered as basic for academics. These activities, I believe, are of equal importance and should be so treated in calculating PTR.

1. Research. As a first step in evaluating the research contribution of department members, one could allocate "research points" for all of the original, refereed material which each person has published in the previous 12 months — for example, one point for every 1,000 words or part thereof. If an article or book had multiple authors, the total points would be divided equally.

Since papers presented at congresses usually reflect an individual's latest research, one could award one-half point per 1,000 manuscript words in the year the scholarly paper is read, and another one-half point per 1,000 words when that paper is actually published.

If a professor were to edit the acta of a conference or a collection of articles by specialists, he/she ought to earn points for any original article contributed to the acta or collection, and also for his/her intervention as editor. One might treat this latter involvement as the equivalent of 20,000 words of original material.

Once a department head learns how many points have been earned by each member of his/her department, simple

addition will yield a departmental total, and then the head can calculate what percentage of that total is attributable to each member. If the department had amassed 500 research points and Professor X had provided 50 of these, Professor X would have contributed 10 percent of the department's total, and would therefore be credited with 10 PTR points.

2. Teaching. To measure a lecturer's effectiveness in the classroom, simple but reliable course evaluation forms should be designed for the University. These forms should be prepared by experts in pedagogy, with active input from students, since both teachers and students have so much at stake.

The aim of the forms would be to apprise individual professors very specifically of where they may excel and where they may fall short as teachers. Armed with precise and reliable information of this kind, colleagues would know which directions to take in their striving toward excellence.

The simplest, most direct way to calculate the teaching portion of merit increases would be to base "teaching points" on a single item in the course evaluation: the score for "overall performance." If the scale for this question were 4 = A (excellent); 3 = B (very good); 2 = C (good); 1 = D (fair); and 0 = F (poor), then classroom effectiveness could be determined by summing the scores and calculating the result as a proportion of the maximum possible score.

By way of illustration, let us assume that in a course taught by Professor X, 20 of the 24 students complete the evaluation. The highest score that Professor X could get in this class would be 80: i.e., 4 (excellent) x 20 (students). The real score that Professor X obtains, however, is 58:

	A	B	C	D	F
Scale in points	4	3	2	1	0
No. of students	x2	x15	x2	x1	x0
Total points	8	45	4	1	0

=58

Professor X's effectiveness rating would be shown as a percentage derived from working out the following proportion:

$$\begin{aligned}x:100 &= 58:80 \\x &= 72.5\%\end{aligned}$$

This percentage would be recorded in Professor X's file as 72.5 teaching points. If the professor obtained an effectiveness rating of 77.5 percent in a second course, then that individual's

total teaching points for the year just concluded would be 150.

If, after using the same system to credit each member of the department, the head finds that the grand total for the department is 1,040 teaching points, he/she can calculate that Professor X's share of that total is $150:1040 = x:100$, or 14.42 percent, which is 14.42 PTR points.

3. Service. There are many types of service that can be rendered to the department, the University, and the scholarly community. In order to credit everyone equitably for their work, each department head should draw up an inventory of typical service activities, as well as the "service point" value of those activities and that information should be made known to all members of the department.

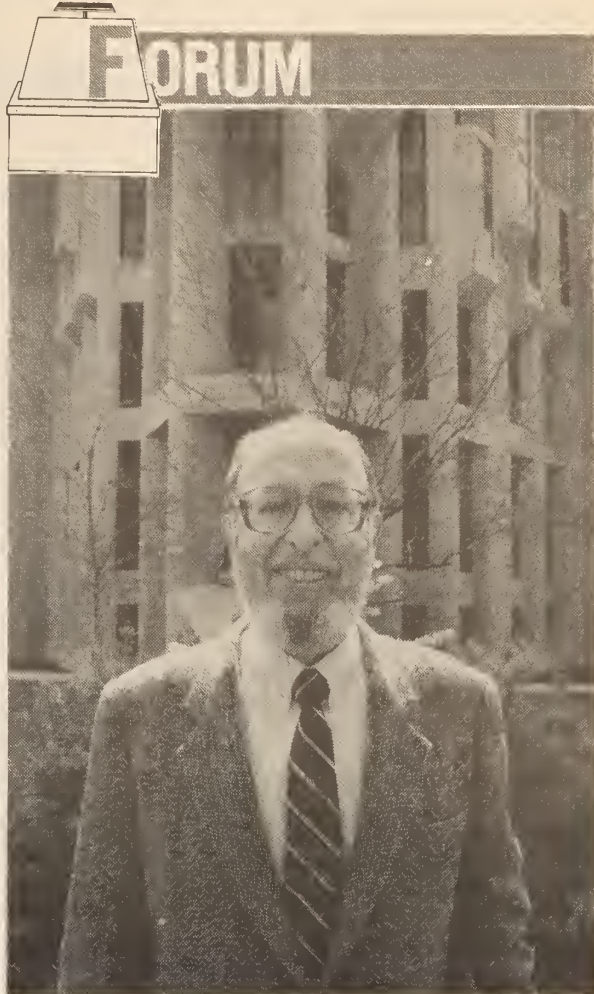
Most service — be it in the department, the University, or the scholarly community — consists of committee work. The following are some examples of committee types and point values that might be assigned for working on them:

Type of committee:	Member	Secretary	Chair
Departmental (includes thesis committees)	1	2	3
University (e.g., Governing Council, general committee, UTFA)	2	3	4
Provincial (e.g., OCUFA, OGS selection panels)	3	4	5
National (e.g., CAUT, SSHRC selection boards, Learned Societies, royal commissions)	4	5	6
International (e.g., UNESCO)	5	6	7

If the department total for the year just concluded were 40 service points, and if Professor X compiled 8 of them (6 points for serving on departmental committees and 2 for serving on university committees), Professor X's contribution to his/her department's total would be 20 percent, which is equivalent to 20 PTR points.

Distributing PTR Funds. After calculating the PTR points that each professor obtained in all three areas of activity, the department head would be able to calculate their total PTR points for the year just concluded. As indicated above, Professor X earned 10 points for research, 14.42 for teaching, and 20 for service. His/her score, therefore, would be 44.42 out of the overall department total of 300 points, which is 14.80 percent of the total, and therefore his/her portion of the PTR funds available ought to be 14.80 percent. If the department had \$10,000 in its PTR pool, then Professor X would deserve an increase of \$1,480.

If Professor Y had accumulated 20 points for research, 12.15 for teaching and 7.7 for service (i.e., 39.95 out of 300 points), his/her percentage of the department total would be 13.31 percent, or a merit increase of \$1331.



A.M. Gordon

The evaluation system described above has the virtues of objectivity and relative simplicity, and would enable department heads to allocate merit increases in an equitable manner. It is only an outline, however, and many specific questions must still be answered. For example, is a second edition of a book worth any points? Should all refereed journals be weighed equally? What value should be given to a patent, or to creative writing outside one's academic specialty? How should we calculate the PTR of a colleague who is on leave and, therefore, cannot accumulate points for teaching or for service to the department and University? What value should be given to the service contribution of departmental officers such as the associate head, the graduate coordinator, and the undergraduate secretary? (Evaluation of the head is no problem, for this task is performed by the appropriate dean.)

What should be done if the head of a department consistently avoids naming certain colleagues to departmental committees, thus denying them an opportunity to accumulate points for service? How should service to the non-scholarly community be valued? These and other questions are matters for discussion and negotiation. The important thing right now is to start talking.

A.M. Gordon teaches in the Department of Spanish & Portuguese.



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MEMBERS & GUESTS ONLY

Sheinin wins YWCA award

Rose Sheinin, vice-dean of the School of Graduate Studies, was among six Toronto women honoured by the YWCA as 1988 Women of Distinction.

The Y honoured Sheinin for her research on the viruses that cause cancer and for her speaking and writing on the importance of women entering the sciences.

More time needed for decision on governance

In response to the draft report of the Chairman's Advisory Committee on Governance, the Graduate Students' Union would like to raise a number of concerns.

The proposed changes are based on the assumptions that (1) experts can govern the University most effectively and (2) if a member is an expert in a particular field or job, this person is, by necessity, an expert in governing the University.

The GSU rejects these premises, and therefore does not accept the notion that governance should be carried out by bodies whose membership is determined by "expertise." Expertise, in itself, is not what is necessary to govern. What is necessary is a body of credible representatives elected by their constituencies. In the case of the Business Board, for example, it is assumed that those who are successful at business in the private sector (or in the public sector outside of education) are experts in university governance in relation to business matters. Many decisions made by the Business Board, however, would not be strictly matters of finance. For instance, in the determination of tuition fees, it is unlikely that private sector business "expertise" could ever lead to a proposal which would include such things as increasing bursaries or grandparenting students currently enrolled.

Although the GSU is opposed to the basic intent of the reforms, as members of the University community we will help to make any governing structure work effectively and fairly. We believe, however, that the draft report on governance proposes a number of undemocratic changes that should concern even those who have supported the general intent of the proposed changes.

The delegation of authority to the Executive Committee to approve matters determined by the Academic Board would give the executive a great deal of power in matters that would otherwise be dealt with by Council. Similarly, the delegation of authority to the Business Board for approval of agreements concerning salary and benefits, terms of employment and rights that are related to compensation or that are negotiated in collective fashion would remove the right to discuss these matters from Governing

Council as a whole. The authority to determine these matters would be placed in the hands of a relatively small committee of Council that lacks adequate representation from each of the constituencies. There is a possibility that ultimately Governing Council itself will be all but excluded from the governing process, having relinquished most of its authority to its committees and subcommittees.

The proposed by-law amendments would remove Governing Council's right to debate any matter once it had been determined by a committee with delegated authority. Meetings of Governing Council should be the ultimate authority on all matters. Governing Council must therefore retain its right to deliberate any matter, especially in cases where it has delegated authority to another body. The situation is aggravated by the fact that only the administration or the relevant committee would decide what constituted a "major" or "minor" issue. Is Council to be denied the right to reach its own conclusions?

The composition of the committees of Governing Council is not well balanced.

The administration is over-represented on many committees. For instance, the important Agenda Committee of the Academic Board would have a minimum of 50 percent administration with voting rights. The administration's ranks are further increased by the *ex officio* membership of the president and other officers — section 29(f)(i).

Student representation under the proposed system would be wholly inadequate. The Academic Board would have a student membership of only 14.5 percent. Students, however, form the largest constituency at the University and would be directly affected by the decisions of this board. It is true that the proportion of students on the Academic Board would be the same as that on Governing Council, but the nature of the two bodies is quite different. If, in the end, the overly large Academic Board is created, we feel the student proportion should be increased through a *reduction* of the number of members, especially from among the department chairs and division heads. Of course, student representation would be even worse on the proposed Business Board, which does not expressly provide for the inclu-

sion of students at all (nor of staff or faculty, for that matter). Moreover, to be more democratic, students, alumni and administrative staff should be elected by their constituencies and not appointed by a striking committee.

The proposed method of dealing with the "conflict of interest" issue is also problematic. In the present system, the problem is largely one of perception and not of substance. The proposals, however, go far beyond countering even a perceived "conflict of interest." Employees of the University would be prevented from taking part in debate or voting on the compensation or salaries of *any* group of University employees whatsoever. This proposal is anti-democratic in that it restricts debate and infringes on the legitimate rights of Council members.

The GSU believes that the reforms are being rushed through too quickly. The University community simply needs more time.

James Hoch
Vice-President
Graduate Students' Union

New system may be less democratic

The draft report of the Chairman's Advisory Committee on Governance contains proposals for a system that would be unicameral in name and essentially bicameral in nature. The bicameral system (or its substitute) has the distinct disadvantage of excluding representatives of those most affected by University policy and actions from direct participation in important financial decisions. Ultimately, those who hold the purse strings wield the power, and this is true whether it is called the Board of Governors or the Business Board. Any attempt to re-introduce bicameralism, including the form currently proposed, should be scrapped.

The report, however, proposes not only structural changes but a number of by-law changes that would undermine existing rights of democratic governance.

More decisions would be made at the level of committees (boards) and sub-

committees with delegated authority. The composition of the boards, however, would be grossly imbalanced and undemocratic since membership would be based on area of experience. This is particularly a problem with the Business Board, which would be made up primarily of corporate "experts." The proposed by-law 27 ensures that only such "experts" (and perhaps a student) would deal with matters related to salary or benefits, terms of employment, and rights that are negotiated in a collective fashion. No University employee or close relative would be permitted to debate or vote on *any* such matters, even those involving a different group of employees. The by-law is unfair to all University employees and must not be adopted.

Furthermore, by-law 31(d)(i) would remove Governing Council's right to open a matter for reconsideration once the Business Board (or any other committee with delegated authority) had made a decision. Similarly, with little or no say from students, tuition fees would be determined by the Business Board. Although increases must be approved by Governing Council, they would no doubt be rubber-stamped.

These structural and procedural changes were obviously intended to make the governing system more efficient, but efficiency gained at the expense of democratic rights is unacceptable. A university obviously has goals that are different from those of business. Universities, unlike business, are not driven by profits. University governance should reflect this fact.

The large number of *ex officio* voting members from the administration would produce top-heavy boards and committees. The Academic Board could have as many as 31 voting administrators. The level of administration on the Academic Board's Agenda Committee would be even worse — about half administrators. This is a key committee of the board, since it determines the business to be dealt with. The Executive Committee would also be empowered to approve decisions of the Academic Board, and the role of Governing Council could thereby be weakened.

There are several problems with the proposed Academic Board. Student

representation is insufficient. Students have a direct interest in academic matters and should participate in the decision-making process. Also, the positions on this board (and on other boards) should be elected from their constituencies, not appointed. Further, the size of the Academic Board (110 members) would likely make it unwieldy. The proposed method of selection by academic division applies only to faculty and division heads and not to staff and students. This is patently unfair. One way to remedy this, while at the same time paring down the size, would be to elect a determined number of representatives from each constituency: students, faculty, staff and division heads.

In theory, the creation of the Academic Board is not at all bad. There are some definite gains in uniting the Academic Affairs and the Planning & Resources Committees. The problem lies in the proposed relationship between the Academic and Business Boards, and in the role that the Academic Board is being asked to play, namely that of the senate.

Criticism of the report is beginning to surface, and there appears to be widespread dissatisfaction. More time must be allocated for the discussion and debate of these proposals and for the submission of alternatives.

Gordon McQuat
for the U of T Communist Club

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Animal rights must be protected

The headline on your article "New group to lobby against animal rights activists" (*Bulletin*, May 9) made my day. I can remember — and it wasn't so long ago — when it would



have been the other way around, with the animal rights advocates challenging the experimenters. Those of us working in the movement sometimes fail to notice what an impact we've had on public perceptions and attitudes. Once again, thank you.

The experimenters, of course, are in a no-win situation: they can't talk about what they're doing without talking about what they're doing *to the animals* — in other words, without doing our work for us. I wish them every success. Together, we can make increasing numbers of people aware of the ethical indefensibility of animal-based research.

Don Roebuck
President
University of Toronto Students for
Animal Rights

Assistants also deserve chairity

While much passion has been expended in the pages of this newspaper regarding the demotion of heads of departments to items of furniture, nary a thought has been given to their loyal assistants and understudies, what we must now call the Associate Chairs.

Let us think for a few moments clearly, with that crystalline clarity for which professors are supposed to be known. What, we must ask, is an Associate Chair?

Is it a friend of a chair, such as a well-used slipcover (PalChair might be a more slick title in this case)? Or is it a sort of lower class of chair, such as a bench (CheapChair)? Perhaps it's a substitute for a chair, something to be used in its place with suitable sleight of hand, such as a footstool (SubChair)? Or perhaps it's just a poor imitation, made out of inferior materials (ErsatzChair)? Or maybe it's a chair (uncapitalized) that does not meet the appropriate legal

definition to be registered in provincial law as a duly accredited chair; one, for example, without the necessary years of weary experience of being sat upon by heavy loads (unChair). Then, of course, there is the understudy hypothesis. Perhaps an Associate Chair is just a heartbeat away from being a real chair, and remains in the shadows, practising being sat on by unqualified assistants, and doing other chair-like things to see what it feels like, hoping yet fearing to see the legs crumble and the cushions become fatally worn on the real chair before its term is up (ViceChair).

It opens up a whole new realm of speculation about the essential essence of Chairyness (Chairishness?). Someone should plan a five-volume tome, or maybe form a committee . . .

Andrew D. Miall
Professor and Associate Chair
Department of Geology

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COUNCIL OF
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A fate worse than flames

So the University of Toronto would like to sell off its libraries; or at least lease them out for 15 years. What a way to try to raise money! The University should be a pillar of excellence and integrity; a symbol to the workaday world. Once the University scurries around in the pages of the Income Tax Act to find some obscure provision that, in collaboration with some cash-rich company, it can exploit, the University is behaving little better than the worst of the research incentive flippers.

The University has sunk to new depths in creating a loophole in the income tax law. And I think it is the creation of a loophole. My understanding of the tax act is that a deduction is allowed on depreciating assets to allow a company to purchase and write off productive assets that have a reasonable expectation of generating a profit. My personal library is a productive asset and can be written off against my consulting income. Some years I even make a profit. How is the University library a productive asset for an oil company or an automobile manufacturer? Where is the reasonable expectation of profit from this particular leasing activity? If it is not a productive asset, then the company has no moral right to write it off against productive income. The company may have the narrow legal right; but morally it is just engaging, with the University as accomplice, in something close to tax evasion.

The U of T should have no part in such a plan. The treasurer of Ontario is to be applauded for his stand on this issue.

There are also a host of practical implications concerning the control of the

assets (the library). Are all employees of the company to be issued library access cards? That at least would give some semblance that the asset was a productive one for the company. Would the company be entitled to direct what additions should be made to the library and what books were to be de-accessed: getting rid of muckraking company histories for example?

Then there is the knotty question of ultimate ownership. Can the sale and lease agreement be made so watertight that the University is the ultimate recipient of the library? What if the owning company is taken over; what if it needs to raise cash; what if it goes bankrupt! I think that in such situations, the assets might be under legal dispute for years and in an extreme case faculty and students banned from using them. Only lawyers could get rich from such events.

This whole episode underscores the North American disease: fine minds are spending time shuffling paper assets rather than getting on with the job of improving productive activity. Successive governments of course face some blame for the chronic underfunding that has led to these creative machinations. But tax games are not the province of the University and certainly not of the provincial university. The University knows better; it should live by the spirit, not the letter, of the law.

The famous library at Alexandria had the privilege of being burned. Those of Ontario's universities are about to suffer a much worse fate: being privatized.

Martin B. Evans
Faculty of Management



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Accommodation Rentals Available — Metro & Area

Renovated, beautifully furnished Victorian townhouse, South Riverdale. English antiques, piano, two bedrooms and study-loft with skylights, garden, parking. Quick TTC direct to U of T/downtown. Non-smokers. Late August for one year (dates negotiable): \$1,350+. Evenings after 9:30 or weekends: 461-7011.

Sabbatical rental: Lovely Mineola West area, Port Credit, Mississauga. Three bedrooms, office, family- and living-rooms with fireplaces, two bathrooms, gourmet kitchen, 6 appliances, half-acre heavily treed lot on quiet street. Short walk to GO train, shopping, lake, parks, good schools. Available August 1988 for 1 year. \$1,600 plus utilities. 278-3047.

Davidsville/Mt. Pleasant. Furnished house for rent immediately. 3-bedroom, 2-bath, 4 major, 3 minor appliances, bedding, cutlery, cooking utensils, china, etc. Garage. Large kitchen with patio doors opening to deck & garden. \$1,400. 484-9876 after 12 noon.

Annex West lovely, bright, modern 2 x bedrooms/baths/balconies. 1500 sq.ft., 2nd & 3rd floors of Victorian house. 5 appliances, roof garden, air and more. Available: July 1, \$1,700/month. 868-0085 day, 927-9843 evenings.

House for rent: July 2nd — August 22nd. Completely furnished, three bedrooms, suit couple or small family. One mile from downtown campus. Parking, \$1,000 per month. (416) 536-5542, evenings.

Professor's Rosedale Victorian flat. 1300 square feet in (converted) triplex, fully furnished and newly decorated, two bedrooms, living-room, dining-room, eat-in kitchen, 16 x 8 sun-deck, washer/dryer, cable TV, parking, but car not required since walking is 4 minutes Bloor-Yonge, 15 minutes campus. References requested. 921-9358.

Mississauga. QEW & Cawthra. Furnished 2-bedroom, 3 baths, deck off master, overlooking creek and woods, fireplace, appliances, finished basement, near GO. No smokers, pets or children. Available September to April plus. \$1,200+. 274-2859 between 7 and 10 p.m.

A beautiful detached two-storey home in quiet residential neighbourhood (Oakwood/St. Clair), fully furnished, three bedrooms, fireplace, pretty yard, 20 minutes from U of T. Available September 1, 1988 for one year, \$1,900 plus utilities, 656-6824 evenings.

Bloor-Dovercourt, century home, 3-storey, 4-5 bedrooms, furnished or unfurnished, piano, garden, parking, available September 1 for one year, \$1,400. References, or trade for home in London, England. Also available basement apartment or nanny suite, rent negotiable, 588-5734.

Comfortable house, two bedrooms with study, fully furnished, laundry, patio/garden, on quiet street near subway, shopping, restaurants. Broadview/Danforth, suit couple. Available September 1988 to June 1989. \$1,200/month plus utilities. C. Gatchell, 38 Eastmount Ave. 463-2408. References requested.

Four-bedroom house, Don Valley Parkway and Steeles, 5 appliances, heat pump central air, \$1,250 + utilities. Available August 1. Walk to schools, shopping and TTC. Non-smokers preferred. References. 498-0188 evenings.

Sabbatical Rental. Fully furnished, 3-bedroom home in quiet residential neighbourhood; near Yonge-Lawrence subway, parks, and shopping; 5 appliances; fenced backyard with deck. Available Aug. '88 to Aug. '89, \$1,400+ per month. References. 487-7283.

Fully furnished house for rent Sept. 1, 1988 to August 30, 1989. Ideal for sabbatical visitor, 4 bedrooms, 3 bathrooms, large reception, den, 2-car garage, garden, 6 appliances, TV, central air. Finch-Don Mills area, next to five schools and Seneca College. Close to shopping. Easy access to downtown by TTC and Parkway. \$1,800 per month plus utilities. Telephone evenings 493-0748.

Beaches home — near Woodbine & Kingston Road. Furnished house, 3 bedrooms plus den, 5 appliances, loft, parking, close to TTC. Walk to beach and shopping. October 1 — April 30. \$1,400/month plus utilities. References required. Call 691-7657 after 6 p.m. or weekends.

Royal York & Eglinton. Upper duplex, two bedrooms & den, living- and dining-rooms, broadloom, fireplace, new kitchen cupboards, 3 appliances. Laundry available. Garage. Steps to TTC. Quiet neighbourhood. 499-3837. \$1,100 + hydro. August 1st.

Central pleasantly furnished 1-bedroom apartment with balcony to rent for June and July. Pool, ravine, subway. \$600/month. Single person. Call 736-6047 (b) or 928-0515 or 962-0378 and leave message.

Bloor West Village. Bright 4-bedroom house (large master bedroom), 2 bathrooms, deck, parking, skylight, 6 appliances. Minutes from subway, shopping, cinemas and schools. \$1,500/month plus. Available August 1st. 769-8128 weekdays 6-10 p.m.; weekends all day.

Furnished house, 7-1/2 rooms. High Park area. Washer, dryer, dishwasher, parking. Near schools. Rent \$1,000/month + utilities (approx. \$150/month). August 1, 1988 — August 1, 1989. 762-8689.

Summer rental — Furnished 2-bedroom home, High Park area, available July 1st — September 1st for 1 or 2 responsible non-smoking adults (no pets). Subway nearby, parking, garden, quiet area. \$1,100/month. References. 769-5905 evenings.

Apartments for rent: 2-bedroom, close to St. George campus, easy access to TTC, parking, responsible tenants preferred. Available July 1, 1988. Call Paula at 978-6421 or early evening at 536-2860.

Annex apartment: Great location, easy access to hospitals, U of T, shops, restaurants, Spadina or Bathurst subways. Large, bright, renovated 2-bedroom, unfurnished duplex on 2 levels, sun-deck, appliances. \$1,400 inclusive. Must be seen. Daytime: 978-2557; evening: 535-0670, 975-9286.

One-bedroom apartment downtown, Yonge-Gloucester, short-term lease from August or September 1 to April 30, cable & hydro included, \$850. Call 921-5315.

Fully furnished house for rent, available immediately. 2 bedrooms, large recreation room, private garden & parking. Kingsway/Royal York, walk to subway & conveniences. \$1,200/month + utilities. Call Karla: 598-6176 (days) or 239-0115/239-8000 (evenings).

Carlton streetcar near Ryerson. 1700 sq. ft. condo suite, central living/dining, 2 bedrooms + den, 2 baths, central airconditioning, parking. A lot of privacy for 2-3 sharing adults. \$1,700/month, immediately. Call Stella 925-5111/921-4477.

Wychwood Park. Spacious furnished house with lots of character; central residential area; 4 bedrooms, 2 bathrooms, 5 appliances, piano, walk-out to fenced garden, parking. August 1988 to March 1989 (negotiable). \$1,300 plus utilities. Evenings 656-7775.

Furnished/unfurnished quiet adult condo; Yonge/St. Clair; 2 bedrooms, 1-1/2 bathrooms; laundry; 1 parking; mid-July 1988 for 1 year; phone 485-4779 evenings or 7-8 a.m.

Bachelor apartment, bordering downtown campus (Admiral Road and St. George), self-contained bath, kitchen etc. Available July — August, period negotiable, \$450 per month plus telephone. References required. Phone 961-6083 after 4 p.m.

Annex — renovated, furnished lower 1-bedroom + study. Unique design. 8 appliances, piano, fireplace, air, walk-out deck/garden. July 1, 1 year, flexible, \$1,250+. 532-6306.

Architecturally renovated Beach home: 4 bedrooms, 2 marble bathrooms, Italian kitchen, 9 foot granite fireplace plus self-contained skylit studio with bedroom, bathroom; large yard and playhouse. Available August 1. \$2,000 per month. 694-9146.

Must be seen! A Cabbagetown luxury brand new lower duplex. One bedroom + den, 2 baths, airconditioning, private laundry, backyard, all new appliances. \$1,100+. 633-5653.

Summer rental: Furnished house on park, W. Annex. 20 minute walk U of T, 2 minutes to subway. 3 bedroom, 1-1/2 baths, 5 appliances, enclosed yard. July 1 — August 31. \$1,300/month (negotiable). 537-8175 evenings.

One-bedroom furnished apartment for sublet August '88 — May '89. No children, parking, pets. Close to subway. 10 minute walk to U of T campus & Queen's Park. Prefer visiting academic. \$750 inclusive. Call 978-5304 days or 593-4394 evenings.

Furnished 4- to 5-bedroom house. Broadview/Danforth subway. 5 appliances. Garage. Available July 1988 for 13 months. \$1,800+/month. Call Mardi 463-6538.

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Sublet available July and August. Spacious, bright, 3-bedroom, furnished 2nd and 3rd floors of house, close to subway and downtown, large private sun-deck. \$948 per month (plus phone and cable). Phone (416) 423-6999.

Annex — walk to U of T. July-August rental. Charming, spacious, furnished 3-storey Victorian house, renovated, 3/4 bedrooms, kitchen with w/o to deck & garden, 3 baths, jacuzzi, parking. \$1,850/month. Tel: 969-9048.

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Lovely Forest Hill bungalow. Walk to subway, schools and shopping. Fabulous main floor family-room. Walk-out to deck and large garden. Eat-in kitchen, fully finished lower level. Available August 1st. 781-1187.

Sabbatical rental, September 1, 1988 to July 31, 1989. Professor's house, fully renovated, tastefully furnished. Quiet street near Broadview and Danforth. Three bedrooms, elegant sky-lit bathroom, oak-lined study, authentic Japanese tea room, fully mirrored martial arts/exercise room. Sunny addition with Japanese deck. Fireplace, six appliances, stereo, TV, video recorder. Non-smokers only. References. \$1,800 + utilities (includes cleaning lady). Evenings, 463-0517.

July/August rental. High Park home. Fully furnished. Large sun-deck, Italian garden, parking, minutes from Queen's Park. \$1,500/month + deposit. 926-1300 ext. 3235 (O); 769-4040 (H).

Accommodation Rentals Required

U of T professor returning from long leave requires apartment. Single, quiet non-smoker, 52. 3-Bedroom ideal, 2-bedroom O.K., 1-bedroom + study possible. Children in university plus alimony payments make modest rent imperative. Will sign long lease; willing to make substantial repairs to apartment in return for lower rent. Summer or fall occupancy. Call Sharon Bolt, Institute for Policy Analysis, 978-5781.

Academic couple, non-smokers, seeking furnished house or apartment, 2-bedroom or bedroom and study minimum, for September to December 1988. Prefer Annex, but will consider anything reasonably central and close to subway. Phone Peter Smollett, 963-8286.

Professor visiting for fall term seeks one-bedroom apartment from mid-August in Bathurst area. 921-8471.

Visiting academic seeks accommodation close to U of T, duplex, flat or house, preferably reasonable rent in exchange for house care, for professor on leave. Non-smoker, no pets, single. Call collect Dr. Barbara Feldman (716) 884-2941.

Going away this summer? Responsible, clean female will look after your house/apartment, will look after bills, mail, pets, plants, etc. Reference available. Lynn 860-1728 days, 923-9618 evenings.

Accommodation Shared

Leaside — Male/female non-smoker to share gorgeous house. Laundry, parking, deck & garden, steps to TTC. \$600/month inclusive. 480-9616 and please leave message or days 973-4858.

To share. Female professional has 2 x bedrooms / baths / balconies / floors, 1500 sq.ft., fireplace, air-conditioning. Available July 1. \$800/month. 868-0085 day, 927-9843 evening.

Roommate needed by June 1st. Male or female to share with young lawyer. Spacious 2-bedroom Annex apartment. Close to campus. Kitchen, dining- and living-rooms, 1-1/2 bathrooms, sun-deck. \$687/month. Contact: Greg 927-1823.

Lower level duplex, share facilities. Use of backyard and driveway. Quiet non-smoking male, share with same. \$390 monthly. Contact Daniela 9-5: 443-8888. Tony, nightly: 391-3698.

Accommodation Overseas

London, England, for rent: Furnished one-bedroom apartment, located in North London in quiet village suburb, 20 minutes from central London. From 6 to 24 month lease available. Call evenings 291-6359.

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